DICE Network+ Equality, Diversity and Inclusion (EDI) Principles

V1, August 2025

What we mean by EDI

At DICE Network+, we define Equality, Diversity and Inclusion (EDI) as follows:
- Equality means giving everyone the same chances to take part, succeed and be heard regardless of their background or identity.
- Diversity means recognising and valuing the differences between people, including race, gender, age, disability, sexual orientation, religion, and lived experience.
- Inclusion means creating spaces where everyone feels welcome, respected and able to contribute fully.

EDI is not just about fairness, it's about identifying and addressing structural barriers, making better decisions, building stronger communities and driving innovation that works for everyone.

Our Commitment

The DICE Network+ is a UK-wide research community focused on digital innovation and the circular economy. We believe that real change happens when people from all backgrounds, experiences and identities come together. A core pillar of our work is to create an inclusive community to enable and empower collaboration between diverse user groups. That's why EDI is central to everything we do and we are committed to creating a network that is open, respectful and welcoming. We want everyone, whether they are researchers, industry partners, policy makers or community members, to feel valued and heard.

Embedding EDI in Our Work

EDI is part of how we design, deliver and share our work. We aim to:
- Include diverse voices in decision-making and leadership.
- Make our funding and events inclusive and accessible to all.
- Actively support underrepresented groups in research and innovation.
- Learn from others, improve continuously and openly sharing what we learn.

Our EDI Goals

To make our commitment real, we will focus on seven key goals:

1. Inclusive Participation
- Ensure our activities are open to people from all backgrounds.
- Provide support for those facing barriers to engagement (e.g. caring responsibilities, disability, financial constraints).

2. Fair Funding Processes
- Convene a diverse review panel to assess the funding applications.
- All review panel members will undertake EDI training to recognise and mitigate bias.
- Use anonymous reviews at early stages to reduce bias.
- Encourage and support applications from underrepresented groups and early career researchers.

3. Diverse Leadership

- Aim for gender balance and ethnic diversity in project leads and advisory roles.
- Ensure EDI principles hold a place in leadership meetings and Network discussions.

4. Accessible Events and Communications
- Make all events physically and digitally accessible.
- Use plain English and inclusive imagery in our communications.
- Strive for a gender balance and diverse ethnic representation for speakers at events, conferences, webinars and wider communications.

5. Career Development and Mentoring
- Develop a mentoring scheme and offer tailored support for early career researchers, with a focus on inclusion.

6. Reporting and Transparency
- Collect anonymous EDI data from applicants and participants.
- We will analyse and report on this data yearly, using the results to inform action planning and identify gaps.

7. Sharing and Learning
- Evaluate our EDI journey sharing progress against goals with outcomes and reflections.
- Collaborate with other networks to share good practice.

Governance and Accountability

To make sure we stay on track, we've set up a clear structure for EDI governance:

EDI Lead
- Dr Oliver Fisher of the Network team is the EDI Lead.
- Oliver will lead on strategy, progress and reporting to the Network Lead, Prof Fiona Charnley, and the Advisory Group.
- Oliver will be supported by the core Network team in delivery of these goals.

Advisory Group
- The Network Advisory Group meets twice a year in support of wider Network progress.
- They will review outcomes against EDI principles, advise on challenges and suggest improvements.

EDI Review
- We will publish two EDI reports through the course of the Network
    - Mid-term: this short report will summarise activity, outcomes and reflections to June 2026.
    - End-term: this report will summarise overall activity, outcomes and reflections to the Network close, in December 2027.
- These will be shared openly with our community and funders.

Embedded Responsibility
- All funded project applicants will be required to demonstrate how EDI will be considered and implemented during each project.
- EDI will be a standing item in all Network+ management meetings.

Feedback
- We will provide a confidential channel for members of the Network+ to raise concerns or provide anonymous feedback about EDI-related issues. This will be monitored by the EDI Lead and Advisory Group, with appropriate follow-up actions reported. **To provide feedback, please complete this form.**

Working Together

EDI is everyone's responsibility. We invite all members of the DICE Network+ to help us build a more inclusive and fair research community. Whether you're leading a project, attending an event or sharing your lived experience, your voice matters.