



Our commitment to equity, diversity and taking an anti-racist stance

August 2020

Anti-racism in our research

The Evidence Based Practice Unit believes in fairness, equity and better representation of the diversity of our stakeholders in our research and within our team, and takes action on the basis of these principles. We believe this is as important in our day-to-day functioning as it is in the research we conduct and disseminate. In particular, we proactively take an anti-racist stance, recognising that systemic racism undermines our vision for every child to thrive. We will actively endeavour to improve equity in our ways of working and in our research in the following ways:

- a) As researchers we understand that language can shape thought, and improving our language is fundamental to taking an anti-racist approach in our everyday behaviour and in our communication and dissemination. We recognise that language is dynamic and preferred terms may change. We will be thoughtful and sensitive in the language we use to speak about ethnicity and race, and we are keen to have an open dialogue about how this can be improved. This might include welcoming feedback on language used in all papers and research communications as well as organising public talks and discussions around improving the language of race and ethnicity in research.
- b) We will work with our CORC colleagues to better understand and tackle the systematic biases that are introduced by measures of mental health that don't take account of ethnic and cultural differences and by inadequate approaches to categorising ethnicity.
- c) We commit to carrying out research which highlights and better represents the mental health challenges that people of colour face, which are driven by structural inequalities. As a first step, we will explore relevant existing datasets that allow us to unpack the complex picture of mental health inequalities associated with ethnicity, deprivation and other forms of social inequalities that tend to intersect.
- d) Alongside highlighting inequalities, we commit to undertaking research that aims to identify inequalities, working towards solutions that address these.

e) We commit to pursuing research opportunities that allow us to prioritise the voice of people of colour through participation, coproduction, peer research and qualitative research methods. For example, we are increasingly including roles for peer researchers in new grant applications and have some projects looking at the experience of Black and minority ethnic young people in particular.

f) We will improve the accessibility of research from recruitment to dissemination by:

- ensuring our research samples are representative of the populations we are interested in and who are the focus of our research
- ensuring we improve the accessibility of our research findings, for example by working with representative groups of young people to develop outputs.

We recognise that equity and diversity does not stop at race and ethnicity. In the first instance, as a matter of priority we are defining our focus on anti-racism, but further work needs to be done in considering other groups who may not feel well represented by our research. This includes but is not limited to LGBTQ communities, economically disadvantaged groups, those who do not identify with over-simplified representations of gender, and those with physical or mental health problems. We will continue to update this statement to reflect this wider activity.