

Changing the research culture top-down

5 ways institutions can support DEI

Studies indicate that organizations perform better when they embrace diversity, equity, and inclusion (DEI). However, improving DEI in research is slow, leaving certain groups underrepresented. It's crucial for institutions to understand these challenges to better support their researchers.

5 ways to support your researchers

The report [“Insights into diversity, equity & inclusion in the global research community”](#) shows there's more work needed to improve DEI in research. Here are five strategies to better support researchers.

Create a safe environment to report discrimination

- Empower researchers to speak up
- Without negative consequences

Incentivise leadership to support DEI

- Offer professional development opportunities
- Publicly recognise leaders who demonstrate a commitment to DEI
- Include DEI goals in strategic planning and decision-making

Normalise dialogue on DEI on an ongoing basis

- Include in regular training and development
- Offering opportunities for informal conversations

Recruit people of diverse backgrounds from an early stage

- Improve recruitment outreach and accessibility
- Start recruiting well before university level

Facilitate opportunities for peer-to-peer support

- Facilitate mentorship for underrepresented groups
- Find allies in dominant groups

“ *If you have all the faculty members speaking about diversity and caring about it in tangible, actionable ways from the top-down, I think a lot of people would naturally start to shift over and be less resistant to that change.* ”

- Interview, early-career researcher

“ *[Mentoring] is one of the things that I think can offset some of the negative experiences, having a broad mentoring network of people who can guide you through certain experiences, guide you through certain decisions and guide you through certain places.* ”

- Interview, early-career researcher

What researchers really think about DEI

Nearly 5,000 researchers worldwide were surveyed to identify opportunities for change. Explore more details in the survey report [‘Insights into diversity, equity & inclusion in the global research community’](#).



How do researchers perceive DEI?

Researchers see DEI as including diverse groups and ensuring equal opportunities for all. They often link equity to fairness and merit, noting some groups might need extra help.

How are researchers treated at work?

Prejudice, inertia, and unconscious bias were the main hurdles mentioned for DEI. Many also pointed out how power often stays with the dominant groups in the research community.

Explore more details in the survey report

Download the full report

