



Exploring equitable research careers for Disabled Researchers

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Under-represented Under-recognised Over-exploited

Current practice is:

Unsafe

Unlawful

Damaging

Costly

Poor recruitment and retention

Poor quality, relevancy, responsiveness

Deeds not words

- ▶ Impatient – since 1995
- ▶ Hold people accountable to their mission statements
 - ▶ UKRI: Research by everyone, for everyone
- ▶ Perfect is the enemy of done
- ▶ Take action NOW!
 - ▶ Best guess (informed by evidence & those impacted)
 - ▶ With feedback loops
 - ▶ Don't need RCT for a ramp



Disability
Discrimination Act
1995



The Equality Act 2010

Zeitgeist: Allyship actions

- ▶ Improved EDI grant opportunities
- ▶ Recognition of need to take action to improve access
- ▶ Recognition of benefits of equitable practice

- ▶ Be brave
- ▶ Be bold
- ▶ Step up
- ▶ We're worth it