

# Equality, Diversity & Inclusion (EDI) Newsletter

Spring 2026



## Welcome to the first edition

This short update will share key EDI activities, events and training, provide insight into relevant issues, and highlight meaningful developments across the sector. Future editions will cover topics such as unconscious bias, neurodiversity, ageism, allyship and community engagement.

Inclusive research is essential to ensure studies benefit everyone. Evidence shows treatment responses can vary across different identities and protected characteristics, making representative participation vital. The NIHR Research Inclusion Strategy (2022–2027) reinforces this priority, promoting actions that reduce inequalities across the research cycle.

We look forward to engaging with you.

## Introducing the Research Link Role



The Research-Inclusion Link (RIL) role supports inclusive research by strengthening communication between communities and research teams. It was developed through collaboration between SCREI's Inclusion and Engagement team and clinical R&D nurses.

Look out for future editions, where we will share more about the work and impact of the RIL role.

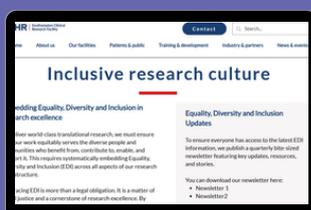
## NIHR BioResource making research inclusive

The **NIHR BioResource** is a national database of volunteers, both healthy and living with conditions, who consent to being contacted for health research. Participants provide information and a small blood or saliva sample, which can be used by approved biomedical and healthcare researchers. Invitations to future studies are based on this data.

In Southampton, the BioResource Centre, led by **David Stockley** ([david.stockley@uhs.nhs.uk](mailto:david.stockley@uhs.nhs.uk)), works closely with R&D Community Engagement and research-link teams to recruit volunteers from underserved communities. Current projects include the [Improving Black Health Outcomes \(IBHO\) BioResource](#) and [D-CYPHR](#).

More updates will follow in upcoming newsletters.

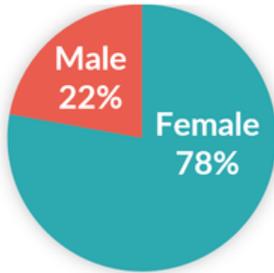
Check out our new [CRF EDI page](#) for more EDI informations!



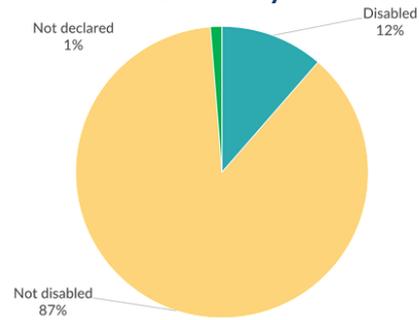
# CRF EDI Workforce demographics 2025

visit our [CRF EDI webpage](#) for more information

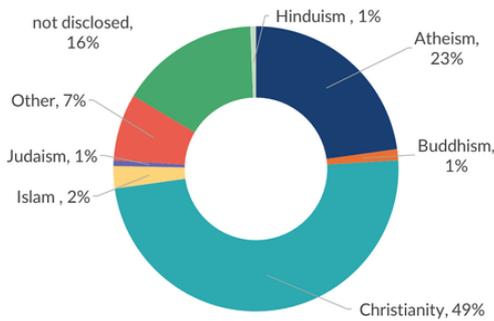
Gender



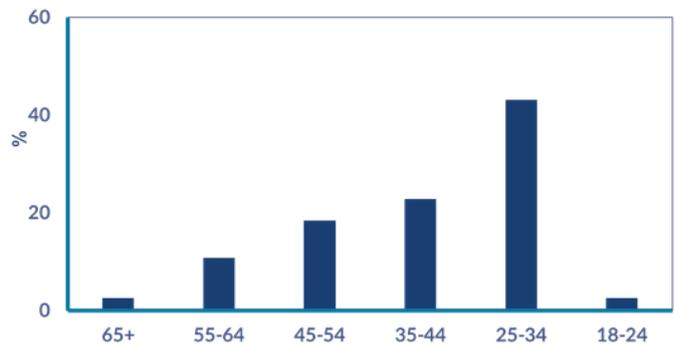
Disability



Religion



Age



## Upcoming events & opportunities



### Lent

18 February - 2 April

Lent in the Christian calendar is a 40-day period of prayer, fasting which starts on Ash Wednesday (day after Shrove Tuesday) and end Easter Sunday,



### Ramadan 2026

17 February - 18 March

Ramadan is the holiest month of the Islamic Year. It is a month-long period of fasting, communal prayer and charity. For advice and support please see the spiritual care manager, Imam Siraj; [Spiritualcare@uhs.nhs.uk](mailto:spiritualcare@uhs.nhs.uk); ext 8517



### Vaisakhi

14 April 2026

Vaisakhi is one of the most important dates in the Sikh calendar, celebrating the founding of the Khalsa in 1699. It is marked by vibrant processions called Nagar Kirtans across UK cities. Beyond its religious significance, it is a festival of harvest and renewal, emphasizing the Sikh values of equality and service to the community.

## Help shape our EDI work

Your perspectives help shape our Equity, Diversity & Inclusion journey, and we'd love to hear from you! Whether it's a suggestion, a challenge you've spotted, or a new initiative you'd like us to explore, every idea counts.

You can share your thoughts in whichever way feels easiest:



Send an email to [Phedra.Marius@uhs.nhs.uk](mailto:Phedra.Marius@uhs.nhs.uk)



Share your thoughts on [Microsoft Whiteboard](#)