

## Making environmental science equal, diverse, and inclusive

### Word Online Form

**Closing date: 16:00 on 11 October 2021**

NERC invites proposals from the NERC eligible community to pursue equality, diversity, and inclusion (EDI) research enrichment activities with the following overall objectives to:

- tackle the specific EDI challenges facing an academic team and/or department or a discipline
- test, verify, and in response further define effective approaches to improve EDI within their specified remit
- bring together academics to raise awareness of the opportunities for increasing EDI within the environmental sciences
- provide new evidence for the improvement of EDI within disciplines, captured in the form of written case studies and through award holders' participation in a NERC organised knowledge exchange event (by October 2022)

There is £0.6M available for this call. We will fund up to twelve successful proposals at the level of £50,000 to £100,000 per award over a period of up to six months. The latest start date for projects is the 1 December 2021 and projects must be complete by 31 May 2022.

NERC values equality, diversity, and inclusion across all its funding programmes, and actively encourages proposals from diverse groups of researchers, particularly from underrepresented groups.

To apply, please complete this form and submit it as a PDF document to [EDIEnrichment@nerc.ukri.org](mailto:EDIEnrichment@nerc.ukri.org). No attachments are required.

#### Contact

For all enquiries, please contact: [EDIEnrichment@nerc.ukri.org](mailto:EDIEnrichment@nerc.ukri.org)

## Section 1: Application Summary

### Proposed start date (mandatory)

This date must be written as DD/MM/YYYY and be no later than 01 December 2021

01/12/2021

### Activity title (mandatory)

This is a brief one sentence summary of your proposed activity

To reflect, act on and share (including learning from and unlearning) practices which may exclude and create disparities within both our environment and human health workplace and our research and training agendas.

### Principle Investigator details (mandatory)

#### Title

Professor

#### First name

Lora E

#### Surname

Fleming

#### Department

European Centre for  
Environment and Human  
Health, College of Medicine  
and Health (CMH)

#### Organisation

University of Exeter

#### Email

l.e.fleming@exeter.ac.uk

**Do you have costed Co-Investigators and/or recognised researcher as part of your proposal?**



### Co-Investigator / recognised researcher details

Please copy and paste the below section to match the number of Co-Investigators and/ or recognised researchers that are within your team. Please complete these fields for each individual.

#### Role

Please specify if the additional individual is a Co-Investigator or recognised researcher

Col/Advisory Board

#### Title

Lecturer and College of Medicine and Health (CMH) Race  
Equality Resource Officer

#### First name

Musarrat Maisha

#### Surname

Reza

#### Department

Biomedical Sciences (CMH)

#### Organisation

University of Exeter

#### Email

M.Reza@exeter.ac.uk



### Co-Investigator / recognised researcher details

Please copy and paste the below section to match the number of Co-Investigators and/ or recognised researchers that are within your team. Please complete these fields for each individual.

#### Role

Please specify if the additional individual is a Co-Investigator or recognised researcher

Recognised  
Researcher/Advisory Board

#### Title

University of Exeter (UNEXE) Project Coordinator  
Inclusive Education

#### First name

Tinashe

#### Surname

Verhaeghe

#### Department

Business School

#### Organisation

University of Exeter

#### Email

T.Y.Verhaeghe@exeter.ac.uk



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Please copy and paste the below section to match the number of Co-Investigators and/ or recognised researchers that are within your team. Please complete these fields for each individual.

#### Role

Please specify if the additional individual is a Co-Investigator or recognised researcher

Recognised  
Researcher/Advisory Board

#### Title

Equality, Diversity and Inclusion Advisor (Cornwall UNEXE)

#### First name

Rae

#### Surname

Preston

#### Department

Cornwall UNEXE

#### Organisation

University of Exeter

#### Email

R.Preston@exeter.ac.uk



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Please copy and paste the below section to match the number of Co-Investigators and/ or recognised researchers that are within your team. Please complete these fields for each individual.

#### Role

Please specify if the additional individual is a Co-Investigator or recognised researcher

Col/Advisory Board

#### Title

Lecturer

#### First name

Sabiha

#### Surname

Allouche

#### Department

College of Social Sciences and International Studies

#### Organisation

University of Exeter

#### Email

S.Allouche@exeter.ac.uk



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Please copy and paste the below section to match the number of Co-Investigators and/ or recognised researchers that are within your team. Please complete these fields for each individual.

#### Role

Please specify if the additional individual is a Co-Investigator or recognised researcher

Recognised Researcher

#### Title

Dr

#### First name

Olivia

#### Surname

Barnett-Naghshineh

#### Department

European Centre for  
Environment and Human  
Health, College of Medicine  
and Health (CMH)

#### Organisation

University of Exeter

#### Email

O.Barnett-Naghshineh@exeter.ac.uk



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#### Role

Please specify if the additional individual is a Co-Investigator or recognised researcher

Recognised Researcher

#### Title

Dr

#### First name

Bethany

#### Surname

Roberts

#### Department

European Centre for  
Environment and Human  
Health (CMH)

#### Organisation

University of Exeter

#### Email

B.Roberts3@exeter.ac.uk





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Please copy and paste the below section to match the number of Co-Investigators and/ or recognised researchers that are within your team. Please complete these fields for each individual.

#### Role

Please specify if the additional individual is a Co-Investigator or recognised researcher

Recognised Researcher

#### Title

Dr

#### First name

Daniel

#### Surname

Derbyshire

#### Department

European Centre for  
Environment and Human  
Health (CMH)

#### Organisation

University of Exeter

#### Email

D.W.Derbyshire@exeter.ac.uk



### Co-Investigator / recognised researcher details

Please copy and paste the below section to match the number of Co-Investigators and/ or recognised researchers that are within your team. Please complete these fields for each individual.

#### Role

Please specify if the additional individual is a Co-Investigator or recognised researcher

Recognised Researcher/ Health and Environment Public Engagement (HEPE) Lead

#### Title

Dr

#### First name

Kath

#### Surname

Maguire

#### Department

European Centre for  
Environment and Human  
Health (CMH)

#### Organisation

University of Exeter

#### Email

k.maguire@exeter.ac.uk



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Please copy and paste the below section to match the number of Co-Investigators and/ or recognised researchers that are within your team. Please complete these fields for each individual.

#### Role

Please specify if the additional individual is a Co-Investigator or recognised researcher

Recognised Researcher

#### Title

Doctoral Researcher

#### First name

Malcolm

#### Surname

Richards

#### Department

School of Education

#### Organisation

University of Exeter

#### Email

mr498@exeter.ac.uk



### Co-Investigator / recognised researcher details

Please copy and paste the below section to match the number of Co-Investigators and/ or recognised researchers that are within your team. Please complete these fields for each individual.

#### Role

Please specify if the additional individual is a Co-Investigator or recognised researcher

Recognised Researcher

#### Title

Doctoral Researcher

#### First name

Riadh

#### Surname

Ghemmour

#### Department

School of Education

#### Organisation

University of Exeter

#### Email

r.ghemmour@exeter.ac.uk



### Co-Investigator / recognised researcher details

Please copy and paste the below section to match the number of Co-Investigators and/ or recognised researchers that are within your team. Please complete these fields for each individual.

#### Role

Please specify if the additional individual is a Co-Investigator or recognised researcher

Recognised Researcher/  
Colonisation Consultant

#### Title

Dr

#### First name

Sheray

#### Surname

Warmington

#### Department

#### Organisation

Independent Consultant  
(Jamaica)

#### Email

Warmington.sheray@gmail.com

## Section 2: Proposal Summary

**Please provide an outline of what your successfully completed proposal will look like and what you will have achieved.**

NERC uses this as a short 'abstract' and for reporting purposes. **It will not be assessed.** This text should summarise your proposal overall. If you are successful, we may use this summary on our website and for other publishing purposes. The summary should be as complete as possible within the word limit and should include key words which best describe the proposal to enable text searching (250/maximum 250 words).

The European Centre for Environment and Human Health (ECEHH;[www.ecehh.org](http://www.ecehh.org)) (a WHO Collaborating Centre) in the University of Exeter Medical School has established a strong track record of interdisciplinary research and training around environment and human health interconnections working with diverse communities locally and internationally. Although there has been a health and environment inequalities theme to Centre research, only recently have Centre members begun to critically examine issues of intersectionality, diversity, inclusion, colonisation and racism as they pertain to both research/training activities and to the Centre culture. Currently, the Centre (and in environmental sciences) are predominantly white, straight, able-bodied, middle class; ECEHH research and training activities lack an informed focus on decolonisation and racism in environment and health.

This proposal will allow the Centre to take stock of current and future research and training through a lens of decolonisation and anti-racism. Using existing work on intersectionality, diversity and inclusion, decolonisation and critical race theory, Centre members and partners will reflect on their research and work culture. Best practices, existing recommendations and key exemplars will be sought in the UK and beyond, involving our national and international partners.

This evidence will be used to create recommendations for EDI and how to integrate an ongoing reflective intersectional approach into Environment and Health research and training. A collaborative and iterative approach will be applied through co-creation with Centre members and an external EDI-expert Advisory Board. The results and findings will be shared with other national and international institutions working on environment and human health.

## Section 3: Details of Proposal

**Please provide details of your proposal, including details on the following:**

- (i) Level of novelty and innovation in the proposed approach** (maximum 250 words)
- (ii) Proposed activity and outcomes/outputs** (maximum 250 words)
- (iii) Feasibility of delivery within the 6-month timescale** (maximum 250 words)
- (iv) Capability of the team to deliver** (maximum 250 words)

When describing your activity, you can also consider text to cover: (i) the vision for your proposal, including aims, target audiences, activities and outcomes; (ii) how you will monitor and evaluate your proposal, including success indicators; (iii) how this proposal will influence diversity and inclusion practices in your field; and, (iv) how the host organisation will support your work. **This section will be assessed at panel** so include all necessary details here. Please include references as you see necessary.

References should be included in the reference box at the end of Section 3 (but referred to in the four boxes below as necessary). Links to references, such as associated numbers in text (and references in the last box), will not be included in the word count.

**(i) Level of novelty and innovation in the proposed approach (250/maximum 250 words)**

Environmental sciences (including environment and health research and training) have been dominated in the US and Europe by white middle class male scientists. Although there has been exploration of the combined inequalities of health and environment (e.g. environmental justice/racism), only recently has there been a focused interest in the historic and current impacts of colonisation and racism within environment and health research.

This proposal will involve an interdisciplinary approach to understand the contexts and impacts of racism and colonisation on our Centre research and everyday practices, towards planning future training and research. We will review the wider context of racism and colonisation in environment and human health research literature, and our own Centre published literature, reports and training programmes. Using ethnographic interviews and focus groups by Project Staff and an online anonymous survey by an external expert EDI consultancy, INCLUDED (<https://www.included.com>), of Centre staff and students: the approaches and perceptions of the Centre will be reviewed as they relate to research, training and culture. All activities will be reviewed and co-created with an Advisory Board of Experts working in decolonisation and EDI.

The findings and recommendations will then be applied iteratively within the Centre, and shared with similar environment and human health research and training organisations (e.g. WHO Collaborating Centres, ISEE network, EuroHealthNet, US/UK/EU/APAPCH Public Health networks). Ultimately, we hope to create a more inclusive, diverse, engaged and informed Centre and wider community in environment and human health, so crucial in the face of rapid climate and other environmental change.

**(ii) Proposed activity and outcomes/outputs** (maximum 250/250 words)

The goal of this project is to begin to change the culture, research and training in Environment and Human Health at the ECEHH and broader research community towards increasing awareness of an intersectional perspective, improving diversity and inclusion, and addressing racism and coloniality. All activities will be co-created with an EDI-Expert Advisory Board and Centre members.

1. Review all publications, reports and curricula produced by ECEHH members within 10 years for inclusion of: issues of race, ethnicity, gender, class; colonial histories; and international partner inclusion;
2. Review resources and applications of anti-racism and intersectionality within other UK research institutions and their practices;
3. Develop safe-guarding procedure for how to discuss racism and deal with issues raised during interviews;
4. Ethnographic interviews and focus groups with staff to analyse positionality and awareness of colonisation and racial power dynamics within their research and teaching;
5. Inclusivity and Diversity baseline audit of Centre staff (online anonymised survey) by external consultancy, INCLUDED;
6. Centre Seminar series with speakers on Intersectionality, racism, de/colonisation; and opportunity for international partners to present research;
7. 2 Centre Workshops to discuss results and co-create **Good Practice Recommendations**;
8. Development of **Code of Practice** to institute processes and systems guaranteeing more inclusive practices within the Centre;
9. **Online resource** signposting anti-racist/decolonising training opportunities;
10. Creation by community HEPE Group <https://www.ecehh.org/about-us/engagement/> of **exploratory and instructional videos**;
11. **Dissemination of these materials** (including outline of the process) to national and international environment and health research networks as well as within the University.



**(iii) Feasibility of delivery within the 6-month timescale (250/maximum 250 words)**

This proposal builds on various ongoing Centre, College and University activities in the broader EDI area.

In addition to the College of Medicine and Health (CMH) holding an Athena Swan Silver Award, the University is preparing a submission for the Race Equality Charter Mark and investing in diversity, inclusion, decolonisation and anti-racism as it pertains to university culture, teaching, research and training.

The Centre Intersectionality Group has been meeting for ~10 months and Health and Environment Public Engagement (HEPE) Group (<https://www.ecehh.org/about-us/engagement/>) for >6 years; these individuals are committed to the delivery of this proposed co-created Project and several are involved in university EDI activities.

We have formed connections with existing university resources and groups (CMH Equality, Diversity and Inclusion Team | Exeter Decolonising Network) to participate in the **Project EDI Advisory Board**; set up the Centre Seminar Series and ECR training in diversity and intersectionality; and had initial discussions regarding the co-created **Inclusion Audit** with external EDI consultancy, INCLUDED.

Additional resources are available from the PI's personal development account: £500 has been committed to pay for experts working on race, decolonisation, intersectionality in academic and non-academic contexts in the virtual Centre Seminar Series starting this fall. This includes initial Centre discussions of racism in our own environment and human health research and teaching. An additional £10K are committed towards inclusion of an **international Partner Expert** in colonisation, Dr Sheray Warmington, in the proposed project activities.

**These Staff and resources are in place, committed to this project, and have appropriate interdisciplinary skills/expertise.**

(iv) **Capability of the team to deliver** (maximum 250/250 words)

The **ECEHH Interdisciplinary Project Team** interested and/or expert in intersectionality/racism/colonisation/EDI and in Environmental and Human Health (EHH) research and training, supported by an **EDI Expert Advisory Board**, **External Partner Consultant** and **External EDI Consultancy**:

**Researchers**

- **LEFleming** (PI) ECEHH Centre Director, physician/epidemiologist in EHH/inequalities, Athena Swan Silver Co-Chair  
<https://www.ecehh.org/people/prof-lora-fleming/>: leading overall project and international dissemination/sharing of results
- **OBarnett-Naghshineh** (RR) EHH feminist anthropologist in decolonising anthropology, intersectionality, critical race theory  
<https://www.ecehh.org/people/olivia-barnett-naghshineh/>: leading literature/publication review, ethnographic interviews, focus groups
- **BRoberts** (RR) EHH environmental scientist big data analyst in health wellbeing, ECR EDI Advocate <https://www.ecehh.org/people/beth-roberts/>: leading Code of practice, online resources
- **DDerbyshire** (RR) ( ) behavioural economist, inclusive workplaces, unconscious bias, ECR EDI Advocate <https://www.ecehh.org/people/daniel-derbyshire/>: leading Best practice, Centre meetings
- **KMaguire** (RR) EHH social scientist in public/community engagement  
<https://www.ecehh.org/people/dr-kath-maguire/>: leading Work with HEPE
- **RGhemmour** (RR) decolonising research, teaching and knowledge production  
<https://eprofile.exeter.ac.uk/riadhghemmour/>: leading Training/curricula review
- **MRichards** (RR) dialogues in race, identity, cultures in education and training  
<https://eprofile.exeter.ac.uk/malcolmrichards/>: leading Training/curricula review

**Expert Advisory Board**

- **MMReza** (Col/AdvBoard) Biomedical researcher, CMH Race Equality Resource Officer  
[https://medicine.exeter.ac.uk/people/profile/index.php?web\\_id=Musarrat\\_Maisha\\_Reza](https://medicine.exeter.ac.uk/people/profile/index.php?web_id=Musarrat_Maisha_Reza)
- **TVerhaeghe** (RR/AdvBoard) UNEXE Project Coordinator Inclusive Education, decolonising, race and ethnicity consultant, sits on UNEXE University Council  
<https://www.linkedin.com/in/tinashe-verhaeghe-352996162/?originalSubdomain=uk>
- **RPreston** (RR/AdvBoard) UNEXE Equality, Diversity, Inclusion Advisor (Cornwall)  
<https://www.exeter.ac.uk/departments/inclusion/accreditations/athenaswan/contacts/>
- **SAllouche** (Col/Adv Board) social science researcher in Gender, Sexuality Studies, Middle East politics  
<https://socialsciences.exeter.ac.uk/politics/staff/allouche/>

**Consultants**

- **SWarmington** (RR/Consultant, Jamaica; International Research Partner) human rights, governance, gender, climate change expert  
<https://www.linkedin.com/in/sheray-warmington-4a6a8656/?originalSubdomain=im>
- **INCLUDED** external impact-led diversity and inclusion consultancy (<https://www.included.com>) leading co-created External Audit Survey

## References box

Please provide your full reference list here as needed (include hyperlinks if readily available). There is no word count limitation for this reference box.

Bowleg L. Evolving Intersectionality Within Public Health: From Analysis to Action. *AJPH* 2021 <https://ajph.aphapublications.org/doi/pdf/10.2105/AJPH.2020.306031>

Büyüm et al. Decolonising global health: if not now, when? *BMJ Global Health* 2020;5:e003394 <http://dx.doi.org/10.1136/bmjgh-2020-003394>

Careers Research and Advisory Council (CRAC). The profile of postdoctoral researchers in the UK eligible for Royal Society early career fellowship programmes. CRAC, 2021. <https://royalsociety.org/-/media/policy/Publications/2021/trends-ethnic-minorities-stem/Profile-of-postdoctoral-researchers-in-UK-eligible-for-RS-early-career-fellowship-programmes.pdf?la=en-GB&hash=A92E67EA4E2E827907CEA0F195B130B5>

Devakumar et al. Racism, the public health crisis we can no longer ignore. *Lancet* 2020; 395(10242):E112-E113. doi: 10.1016/S0140-6736(20)31371-4 <https://pubmed.ncbi.nlm.nih.gov/32534630/>

Hirsch LA. Is it possible to decolonise global health institutions? *Lancet* 2021;397(10270):189-190. [https://doi.org/10.1016/S0140-6736\(20\)32763-X](https://doi.org/10.1016/S0140-6736(20)32763-X)

Joice et al. Baselines for Improving STEM Participation: Ethnicity STEM data for students and academic staff in higher education 2007/08 to 2018/19. *Edu Sci* 2021;11(7):359; <https://doi.org/10.3390/educsci11070359>

Jones R. The environmental movement is very white. *National Geographic*. July 29, 2020 <https://www.nationalgeographic.com/history/article/environmental-movement-very-white-these-leaders-want-change-that>

Kaufman et al. Confronting Environmental Racism. *EHP* 2021 <https://doi.org/10.1289/EHP9511>

Northridge et al. Comment: Environmental Racism and Public Health. *AJPH* 1997;87(5) <https://ajph.aphapublications.org/doi/pdfplus/10.2105/AJPH.87.5.730>

Payne-Sturge DC et al. Confronting Racism in Environmental Health Sciences: Moving the Science Forward for Eliminating Racial Inequities. *EHP* 2021: 129(5) <https://doi.org/10.1289/EHP8186>

Williams et al. Racism and Health: Evidence and Needed Research. *Ann Rev Public Health*. 2019;40:105-125. <https://doi.org/10.1146/annurev-publhealth-040218-043750>

Zeitler et al. Confronting Racism to Advance Our Science. *AGU Adv.* 2021 <https://doi.org/10.1029/2020AV000296>

## Section 4: Cost Requested

### Total amount requested (mandatory)

You should not request any costs which are included in any other request for NERC funding.

Ensure that all the costs you need are covered here.

#### Total

£100,000

### High-level budget breakdown of costs requested (mandatory)

Please provide a high-level budget breakdown (at Full Economic Cost) using the fields below. Please insert '0' if no costs are required for any specific fund heading. Please input values to 2 decimal places. Please use the 'Other Directly Incurred Costs' section to provide sub-contracting costs for EDI experts from organisations ineligible for direct funding.

#### Financial resources

##### Directly Incurred Costs

Staff

£41,215

Travel and Subsistence

£0

Other Costs

£17,703

#### Sub-total

**£58,918**

##### Directly Allocated

Investigators

£3,875

Estate Costs

£5,389



Other Directly Allocated

£465

**Sub-total**

**£9,729**

Indirect Costs

Indirect Costs

£31,353

**Sub-total**

**£31,353**

All personal data submitted on this form will be processed in accordance with current UK data protection legislation.

We will record your information for the purpose of assessing, processing, and contacting you regarding your application.

We will not pass your information on to any other third party without obtaining your prior permission.

The [UKRI Privacy Notice](#) sets out how NERC, as a constituent part of UKRI, handles personal data.

To submit your application, please email your completed form as a PDF document to [EDIEnrichment@nerc.ukri.org](mailto:EDIEnrichment@nerc.ukri.org) by **16:00 on 11 October 2021**.