

FutureNeuro Equality, Diversity & Inclusion (EDI) Action Plan

At FutureNeuro, we're building a research environment that is fair, inclusive, and reflective of the communities we serve. Our EDI Action Plan outlines how we're embedding inclusive values across our culture, training and engagement activities.

We focus on three key goals:

Goal 1: Create a Respectful, Inclusive Culture

We want all members of FutureNeuro—regardless of background, identity, or career stage—to feel welcome, supported, and able to thrive.

What We're Doing

- **Welcoming new team members:** We run regular introductory sessions and provide induction resources that highlight our values, including our EDI policy.
- **Celebrating diversity:** We aim to mark national events such as PRIDE, International Women's Day (March 8), and Workplace Wellbeing Day (April 30), helping raise awareness and promote a sense of belonging.
- **Building connections:** Through annual team-building days, town hall events and social activities, we foster collaboration and support across teams.
- **Visibility of role models:** We highlight EPE Champions across our Centre and share researcher spotlights that reflect the diversity of our team.

Goal 2: Build an EDI-Educated Workforce

We promote awareness and understanding of equality, diversity, and inclusion through continuous learning and open dialogue.

What We're Doing



- **Training and awareness raising:** We promote participation in anti-racism and anti-bias workshops, and support staff in attending national EDI training programmes such as those led by the Transgender Equality Network Ireland (TENI) and Dublin Rape Crisis Centre.
- **Access to resources:** Our teams are informed about anonymous reporting tools like *Speak Out*.
- **External engagement:** We encourage participation in events like the HEA’s Annual EDI Conference and invite guest speakers to inspire discussion and learning.

Goal 3: Deliver Inclusive Public Engagement

We are committed to making neuroscience research accessible to everyone and ensuring our engagement activities reflect the diversity of the public and patient communities we serve.

What We’re Doing

- **School outreach:** We deliver the *Cell Explorers* programme to primary schools participating in the *Delivering Equality of Opportunity in Schools (DEIS)* initiative and run career talks in secondary schools, led by early-career researchers.
- **STEM pathways for underrepresented groups:** We participate in initiatives like *CS Sparks*, supporting young women’s access to STEM education and careers.
- **Inclusive public involvement:** We work closely with patient groups—such as Epilepsy Ireland, the NAI and Dravet Syndrome Ireland—to co-design events that are inclusive and accessible. Several of these events are held in central locations, include activities for children, and are scheduled at times that work for working families.
- **PPI Open Day:** Our Public and Patient Involvement open days are designed to welcome broad participation, including individuals living with neurological conditions, carers, families, and community members.

At FutureNeuro, we believe that diverse voices drive better research and innovation. Our EDI Action Plan is an ongoing commitment to ensure our Centre remains a place where inclusion is prioritised.

