



Equity, diversity and inclusion in diabetes research: 2025-2030 Action Plan

DiABETES UK
KNOW DIABETES. FIGHT DIABETES.

Foreword

At Diabetes UK, we believe the success of a researcher should be determined by the quality of your science, research should be designed to address health inequities faced in diabetes, and the outcomes of research are relevant to all people with or at risk of diabetes.

Our research Equity, Diversity and Inclusion (EDI) action plan sets out our ambitions and deliverables, and outlines how we will measure progress as a funder of research, to develop a more diverse and inclusive research and lived experience community.

We will be transparent about who applies, and who is awarded our research grants by publishing our grant funding diversity data, we will tackle underrepresentation and racial bias in research, and drive forward inclusive research trials.

To begin with we will focus on people of South Asian (Bangladeshi and Pakistani), Black African and Caribbean ethnicities and/or those experiencing poverty, as these groups are shown to experience the greatest inequities and poorer outcomes. We will always consider how specific characteristics, like race and gender, combine to create deeper inequities. This approach will help us focus on those facing the greatest challenges. This work is underpinned by the learnings from the [tackling inequality commission](#).

This action plan is designed to be agile and will be reviewed annually and adapted based on the changing external landscape.

Kamini Shah
Head of Research Funding



Our Ambitions

Our funding processes are inclusive, fair, and transparent.

We fund research that addresses health inequities and is relevant to people with/at risk of diabetes from all backgrounds.

Researchers of all backgrounds are inspired and able to work in diabetes.

The outcomes of diabetes research are relevant to all people with/at risk of diabetes.

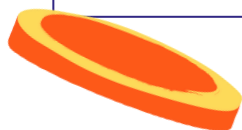
Our research work is steered and shaped by the diversity of lived diabetes experience.




Ambition: Our funding processes are inclusive, fair, and transparent.



Outcomes	Action	Timeline	Metrics and Targets
Barriers to success are removed for grant applicants.	We will collect and monitor diversity data from our researchers to understand the diversity of who is applying for research grants and identify any barriers in our processes. This will enable us to measure our progress to becoming a more diverse and inclusive research funding organisation, and improve our practices as needed.	2024-	<p>Sufficient data is collected to establish a baseline against which sector-wide comparisons and progress over time can be evaluated.</p> <p>Application and success rates show that no one is being unfairly advantaged or disadvantaged in accessing our funding.</p> <p>Increase in percentage of applicants and grant holders from diverse backgrounds (longer-term target).</p>
	We will develop new guidelines and criteria for peer reviewers and funding panels to assess EDI in grant applications. We will ensure reviewers have the confidence and ability to understand and mitigate unconscious biases that can affect the assessment of a grant application.	2025	<p>New guidelines are implemented and used in decision-making and constructive feedback being provided to applicants.</p>
	We will recruit researchers, clinicians and healthcare professionals from Black African and Caribbean, South Asian, lower socioeconomic backgrounds, and regional/geographical areas facing inequities onto our decision-making funding panels.	2024-2027	<p>At least 20% of the members of our funding panels come from Black African and Caribbean, South Asian, lower socioeconomic backgrounds, and regional/geographical areas facing inequities, in line with census data.</p>



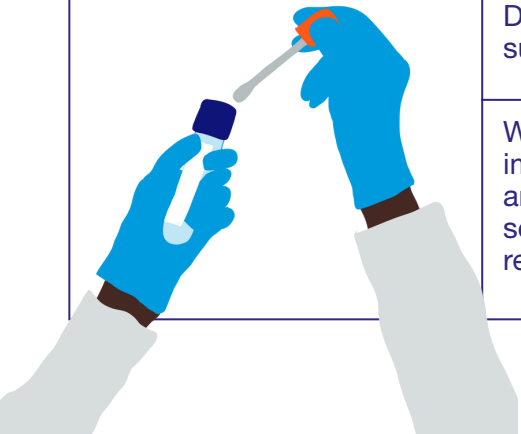
Ambition: We fund research that addresses health inequities and is relevant to people with/at risk of diabetes from all backgrounds.

Outcomes	Action	Timeline	Metrics and Targets
Our portfolio includes studies which seek to address health inequities in diabetes. 	We will open a call for research projects focused on addressing health inequities.	2024-	Number of new projects integrating consideration of health inequities from 2023 baseline.
	The consideration of health inequities will be integrated into all existing Diabetes UK funding schemes.	2024-	
	We will support researchers to connect with community organisations to collaborate on their research projects and ensure there are clear guidelines on ways of working and compensating their involvement within grant applications.	2024-	Expanded list of community organisations available on our website for researchers to contact. Case examples of best-practice collaborations and feedback from both sides (researchers and community organisations).
More translational research addressing health inequities to lead changes in practice across the health system for better care for patients with diabetes.	We will work with trusted research funders to consider areas where research focused on changes to service delivery can be prioritised.	2025-2027	Increase in co-funded translational research focused on health inequities. Change in practice across the health system for better care for patients with diabetes, as a result of funded research (longer-term target).
More research is funded in locations with the highest burden of diabetes.	We will work to level up the research agenda by exploring how we can encourage more research targeted in locations that are representative of	2026-2027	Enhance local collaborations involving researchers and wider experts (such as Town Centres, Councils etc).

	people of Black African and Caribbean, South Asian, lower socioeconomic backgrounds, and regional/geographical areas facing inequities.		Increase in no. of projects funded taking place locally to address challenges faced by target communities.
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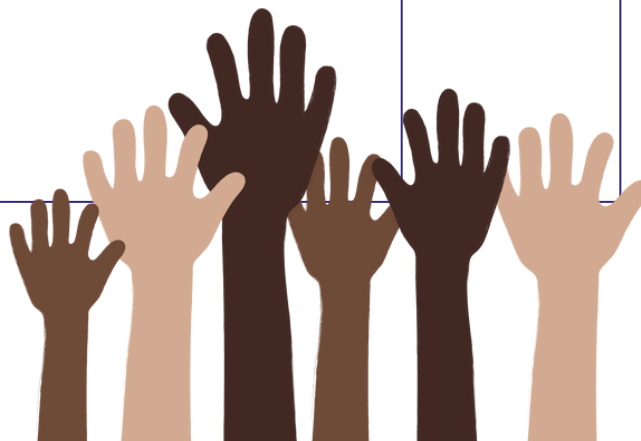
Ambition: Researchers of all backgrounds are inspired and able to work in diabetes.

Outcomes	Action	Timeline	Metrics and Targets
<p>More researchers from Black African and Caribbean, South Asian, lower socioeconomic backgrounds are retained and working in diabetes research.</p>	We will launch a new funding opportunity targeted at Black Leaders in Diabetes, with an embedded support and mentorship package.	2024-	Programme attracts increasing numbers of applicants (supervisors and Back Leaders).
	We will review and scale up the Black Leaders in Diabetes Programme through partnership.	2026	Increased % students of UK Black heritage and other target groups are applying to and funded by Diabetes UK (longer-term target).
	We will work with community organisations who are connected with students from Black African and Caribbean, South Asian, and lower socioeconomic backgrounds to recruit students on the Black Leaders in Diabetes Programme and provide career support through partnership.	2024-	
	We will celebrate the involvement and impact of researchers from Black African and Caribbean, South Asian, lower socioeconomic backgrounds in diabetes research communications.	2026	Case studies of Black Leaders’ in Diabetes experiences with the programme and career paths.



Ambition: The outcomes of diabetes research are relevant to all people with/at risk of diabetes.

Outcomes	Action	Timeline	Metrics and Targets
Diabetes UK funded studies, where appropriate, involve research participants from Black African and Caribbean, South Asian, lower socioeconomic populations.	We will target our research panel recruitment strategy towards people from Black African and Caribbean, South Asian, lower socioeconomic backgrounds (including intersectionality's between groups), and regional/geographical areas facing inequities.	2025-2026	<p>All Diabetes UK awards recruiting participants have a recruitment plan to recruit a diverse population of participants and collect and report ethnicity data in progress reporting.</p> <p>Increase in % of people from Black African and Caribbean, South Asian, lower socioeconomic backgrounds, and regional/geographical areas facing inequities, taking part in Diabetes UK funded research studies (longer-term).</p>
People from Black African and Caribbean, South Asian, lower socioeconomic backgrounds are encouraged to take part in diabetes research studies.	We will work with other research funding organisations and partners to develop cross-sector guidelines to increase and promote diversity in research studies.	2025-2027	<p>Increase in % of people from Black African and Caribbean, South Asian, lower socioeconomic backgrounds, and regional/geographical areas facing inequities taking part in diabetes research studies funded by Diabetes UK and other funders.</p> <p>Increase in trust and understanding of the importance of taking part in research to benefit health on a personal and community level.</p>



Ambition: Our research work is steered and shaped by the diversity of lived diabetes experience.

Outcomes	Action	Timeline	Metrics and Targets
Our Expert by Experience Research Panels include people from Black African and Caribbean, South Asian, lower socioeconomic backgrounds, and regional/geographical areas facing inequities.	We will target our research panel recruitment strategy towards involving targeted recruitment (and collect anonymous data): people from Black African and Caribbean, South Asian, lower socioeconomic backgrounds (including intersectionality's between groups), and regional/geographical areas facing inequities.	2024-2027	At least 25% of the members across our Grants Advisory Panel, Diabetes Research Steering Groups and Science and Research Advisory Group come from Black African and Caribbean, South Asian, lower socioeconomic backgrounds, and regional/geographical areas facing inequities, in line with National Diabetes Audit data.
We gather insights from as wide a range of people as possible, and progress is monitored.	The Diversity Inclusion Community Engagement Group will co-support identifying mechanisms and gathering insights from target groups.	2025-2027	<p>Increase % of participants from the target groups attending.</p> <p>Quality and relevance of the insights or feedback received from the target groups to ensure it is actionable and valuable.</p>
All our research workshops and events are diverse and inclusive.	An equality impact assessment undertaken for all research events.	2025-	% of satisfaction and trust levels of participants the target group attendees regarding their involvement in the event.

