

# Creating Oxford's Concordat Action Plan

WHY, HOW AND WHO IS INVOLVED IN EACH STEP

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# Why?



- The VC signed the Concordat on behalf of the University on 22 April 2021. We have until April 2022 to produce and publish our action plan.
- We need to decide how to meet Concordat obligations for the institution, and how to enable line managers and researchers to meet theirs.
- Oxford aims to match its research culture with its research excellence. The action plan is a strategic opportunity to integrate any wider people-related research culture goals and activities.

# What do we want?

An **action plan** that is

- relevant, collectively-owned, attractive and practical
- 'living'; readily known and useable by all, reviewed / refreshed annually
- generative; enables Oxford to contribute to funder and HEI activity, while innovating in key areas

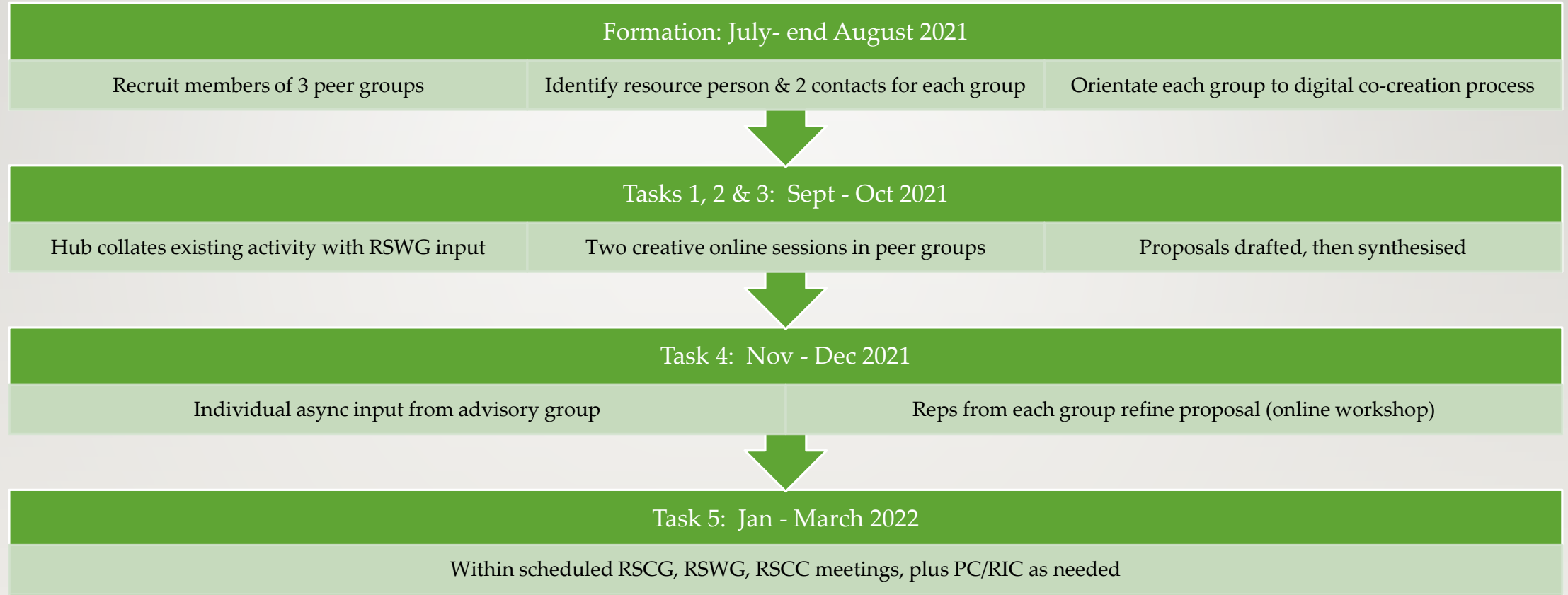
A **design process** that

- is participatory and efficient
- includes related OU commitments
- results in light documentation, and an appealing visual
- is aspirational and creative

# How will we design our plan?

- **Form and equip 3 peer groups** (Research Staff; Academic managers; Professional Staff)
  - Each has 3 people per Div and 1 GLAM/ContEd
- **Task 1: Hub collates what we know we are doing & how,**
  - identifying challenges & opportunities for meeting minimum standards
  - Building on existing plans for related targets (Athena SWAN, Race Equality, HREiR)
- **Task 2: Peer group design via 2 x 1.5 hr online workshops**
  - Three peer groups work separately on *how* to respond to above challenges & opportunities and
  - *what* would further improve Oxford's research environment and *how* to get there
  - Draft proposal on each; using summary of task 1 & ideas from other HEIs/funders
- **Task 3: Distil an agreed action plan proposal for review**
  - 3-4 reps from each peer group meet to seek consensus across proposals and draft a joint one
- **Task 4: Proposal reviewed by Advisory Group of internal/external critical friends & Personnel Committee**
  - 3-4 reps from each peer group incorporate feedback and revise proposal
- **Task 5: All central Research Staff committees, RIC and PC review revised proposal**

# Milestones and Timelines



## How to get involved or find out more

- Are you a member of research staff, professional services staff or an academic line manager/PI keen to help shape the plan by joining a peer group?
- Please email [researchstaffhub@admin.ox.ac.uk](mailto:researchstaffhub@admin.ox.ac.uk) to express interest and/or ask questions
- We will review and respond in late August; thank you for your interest!