

# Equality, Diversity and Inclusion (EDI)

## CHECKLIST FOR ASSESSORS

### Introduction

**Equality, Diversity, and Inclusion (EDI)** are principles for creating a fair, respectful, and supportive environment. For REF 2029, Institutions are expected to demonstrate how EDI is embedded in their research culture.

Edinburgh Napier University must submit a Code of Practice outlining how staff contracts were identified as having ‘significant responsibility for research’ or ‘research independence’ and ensure fair treatment during this selection. **Processes for Output and impact selection will also have to be robust, fair and transparent.**

**This document outlines a checklist for assessors on REF29 moderation / selection panels to ensure consistency and good practice for EDI throughout the process.**

### CHECKLIST FOR ASSESSORS

**Equality, Diversity, and Inclusion (EDI)** are principles for creating a fair, respectful, and supportive environment.

- **Equality** - Ensuring that everyone has equal access to opportunities and is treated fairly and without discrimination.
- **Diversity** - Recognizing, respecting, and valuing differences in people and workplaces.
- **Inclusion** - is the practice of creating environments where **everyone feels welcomed, respected, supported, and valued**—regardless of their background, identity, or circumstances.

**Equality, Diversity and Inclusion (EDI) in REF 2029** - Implementation of EDI measures aim to encourage positive behaviours and support staff in a research environment.

To demonstrate EDI principals in responsible research assessment, **assessors must confirm the following:**

- **Base research assessment primarily on qualitative evaluation** for which peer-review is central, supported by responsible use of quantitative indicators.
- **Abandon the inappropriate uses in research assessment of journal and publication-based metrics**, in particular the inappropriate uses of journal impact factor (JIF) and h-index.
- **Avoid the use of rankings of research organisations** in research assessment
- **Assess all outputs on a fair and equal basis.** No output type or publication outlet should be privileged above another.  
[REF 2021 Guidance on Submissions Annex K](#) offers a good indication of the potential range of outputs.
- **Ensure that research outputs produced in different languages** are treated no less favourably by supporting translation or referring to specialist advisers fluent in the language.  
[Welsh and British Sign Language (BSL) Irish, Irish Sign Language, Ulster Scots, Scottish Gaelic, and Scots and other languages].
- **Recognise the diversity of contributions** to, and careers in, research, in accordance with the needs and the nature of the research.
- **Commit to attending a programme of bespoke REF29 EDI training** if involved in final decision-making on the selection of outputs.
- **Refrain from using Artificial Intelligence in the scoring process (self, internal or external scoring).**