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## Plan Overview

*A Data Management Plan created using DMPonline*

**Title:** thRive: The UK's EDI Caucus

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### Project abstract:

The overarching objective of the thRive EDI Caucus is to promote the development, use and application of high-quality EDI research to ensure a research and innovation (R & I) system by everyone for everyone. Using a participatory approach, and cognisant of UKRI's transform tomorrow together strategy, the thRive team will bring together expertise from across sectors, disciplines, and professions to:

- develop and engage an effective interdisciplinary, sustainable EDI Caucus and Network that enables us to become global leaders in EDI in R & I through a community that is fully inclusive in representation (including researchers and practitioners from a broad range of disciplines and sectors), and ways of working (supporting the development of all and valuing diversity).
- collaborate with Research Councils and the British Academy to identify EDI priority areas, facilitate focused briefings, produce rapid evidence reviews, enhance EDI data, and map EDI initiatives to enable a focused and coherent approach to EDI within R & I across all funding councils.
- commission, co-ordinate, facilitate, support and undertake the highest quality, interdisciplinary EDI research to inform the R & I landscape.
- enhance access and opportunities for all to do well within R & I through focusing on inclusive cultures, scalable EDI interventions and systemic change.
- support sustainable system-level change through development, testing and evaluation of EDI Quality Frameworks and the provision of advanced digital tools and services for the EDI stakeholder community.

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# thRive: The UK's EDI Caucus

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## Assessment of existing data

### **Provide an explanation of the existing data sources that will be used by the research project, with references**

There are many existing data sources relating to EDI, a very small number of which include:

UKRI Diversity Results for UKRI funding Data 2014-2020

Advance HE HESA Statistical Open Data

Office for Students Access & Participation Data Dashboard

Selection of UK Data Service Ethnicity & Education projects

The aim is to use these existing data to map the wider EDI domain in terms of research and initiatives in order to identify gaps in the research, prioritise future research activities, and inform Research Councils and policy makers. An extensive quantity of existing research will also be systematically reviewed and coded for EDI quality, before being added to a bespoke relational database which will be made openly available online to all EDI stakeholders via the thRive EDI Hub.

### **Provide an analysis of the gaps identified between the currently available and required data for the research**

The primary initial activity of the project is to map EDI research and research council data to identify priority gaps for research. Existing data is available, but there are significant gaps in EDI research in areas such as intersectionalities, disability inclusion, research methodologies/practices/ethics, datasets, emerging technologies, scalability, institutional/cultural change, enterprise, Research Technical Professionals, and the lived experience, among others.

thRive will commission and undertake a series of research programmes aimed at generating data to fill these, and other identified, gaps.

## Information on new data

### **Provide information on the data that will be produced or accessed by the research project**

thRive-led and commissioned research projects will generate qualitative and quantitative datasets produced through one or more of the following: surveys, systematic reviews, focus groups, interviews, case studies, and testing & evaluation, in a range of formats and volumes.

Where applicable, standardised and interchangeable data formats will be used and unified metadata tags and contextual information developed by the thRive leadership team will be applied across all datasets.

Qualitative data will be analysed using a combination of thematic, narrative and interpretive phenomenological analysis. Quantitative data will be statistically analysed using descriptive and significance testing methods.

## Quality assurance of data

### **Describe the procedures for quality assurance that will be carried out on the data collected at the time of data collection, data entry, digitisation and data checking.**

As an EDI Caucus, particular attention will be paid to ensuring that data collected is inclusive and diverse and that the diverse range of research participants are respected, valued and treated equally. All informed consent and other research documentation will be checked for accessibility and intelligibility. All surveys will be tested and trialled before data collection and will be inclusive and accessible, especially if online. Focus groups and interviews will be respectful, inclusive and accessible using an EDI appropriate range of data capture methods. Case studies and testing & evaluation projects will be carefully selected and designed to ensure EDI is fully considered and no disadvantage is felt by any participants.

Standard data cleaning, transcription, anonymisation and validation approaches will be deployed, with the process checked to ensure that no data inequalities result from them. Detailed labelling of data, purpose-built database structures and accompanying metadata tags will be applied during digitalisation and data entry processes.

External 3rd Party commissioned research projects will be expected to apply the same robust processes to data quality assurance as

will be applied by the thRive team.

## **Backup and security of data**

**Describe the data security and backup procedures you will adopt to ensure the data and metadata are securely stored during the lifetime of the project.**

Data generated during the thRive-led research projects will be securely stored on the University of Southampton servers, with backups held in different directories, during the project lifetime. All data will be treated according to GDPR requirements, especially in the case of confidential, sensitive and/or personal data (such as may be generated during lived experience research projects).

## **Management and curation of data**

**Outline your plans for preparing, organising and documenting data.**

Where applicable, standardised and interchangeable data formats will be used and unified metadata tags and contextual information developed by the thRive leadership team will be applied across all datasets. This would include a description of the data collection and entry methodologies.

## **Difficulties in data sharing and measures to overcome these**

**Identify any potential obstacles to sharing your data, explain which and the possible measures you can apply to overcome these.**

There are no anticipated ethical reasons why data generated during the thRive project should not be able to be shared after suitable anonymisation/pseudoanonymisation processes have been applied and GDPR requirements complied with. Informed consent will include data sharing consent.

## **Consent, anonymisation and strategies to enable further re-use of data**

**Make explicit mention of the planned procedures to handle consent for data sharing for data obtained from human participants, and/or how to anonymise data, to make sure that data can be made available and accessible for future scientific research.**

All research participants will be expected to provide Informed Consent (and data sharing consent) where data anonymisation and use information will be clearly described in an inclusive and accessible way.

All thRive-led research projects will be subject to approval by the University of Southampton's Ethics Board. The Director of the Ethics Board is a member of the thRive project team and will actively oversee all project ethics applications and support the development of robust ethics applications for additional projects which the thRive team commission from external 3rd parties.

Plans will be developed for the appropriate sharing of data with the UK Data Service (and if relevant with ADR UK).

## **Copyright and intellectual property ownership**

**State who will own the copyright and IPR of any new data that you will generate.**

Data generated during the thRive project will be subject to Creative Commons licences as determined by the lead researchers and in

discussion with the thRive leadership team.

## **Responsibilities**

### **Outline responsibilities for data management within research teams at all partner institutions**

Dr Stefano Modafferi will be the thRive Data Manager, supported by the (unnamed) Data Scientist, with overall responsibility for ensuring data quality, metadata production, secure GDPR compliant storage, co-ordinating data management across the external 3rd party commissioned research projects (for example making datasets available on the thRive EDI Hub) and secure data sharing across thRive Caucus and Network members (where relevant).

## **Preparation of data for sharing and archiving**

### **Are the plans for preparing and documenting data for sharing and archiving with the UK Data Service appropriate?**

Shared data will be deposited with the UK Data Service (and if relevant with ADR UK) and will be available on the University of Southampton open e-prints repository. Some data will be available via the online thRive EDI Hub, in particular presented as a searchable relational database of existing EDI research coded for quality (which will be one of the outcomes of the systematic review project), which will be available from the end of Year 1 of the project and iteratively updated and expanded during Year 2. Other datasets with the appropriate Creative Commons licences will also be available on the Hub. The aim is to facilitate EDI stakeholders in re-using thRive generated datasets for further EDI research and or policy/decision/strategy making, and so significant data limitations or restrictions are not encouraged.

### **Is there evidence that data will be well documented during research to provide highquality contextual information and/or structured metadata for secondary users?**

Data Manager oversight, this Data Management Plan, and the expectations by the thRive leadership team that data be, by default, open, re-usable, EDI appropriate, inclusive and accessible, means that the consistent and unified application of metadata tags and context documentation is a basic standard within all aspects of the thRive project, including for commissioned, external 3rd party research.