



### Team members

**Dr. Saloni Krishnan, Psychology (Careers and Employability Lead) (pictured above, middle), Dr. Ilham Sebah, Psychology (2020/21, Undergraduate EDI Lead; 2021/present, Senior Tutor), Dr. Nura Sidarus, Psychology (2021/22 Undergraduate EDI Lead), Prof. Victoria Bourne, Psychology (Director of Teaching and Learning), Prof. Dawn Watling, Psychology (School PGR Director) (pictured above, left)**

Students from non-traditional backgrounds do not always see research as a viable career option for themselves. This is partially due to the lack of role models “like them”, but also due to other systemic barriers like challenges gaining appropriate experience. Through this project the team takes a creative approach to demystify the path to PGR research and to establish a transparent and inclusive process to gaining research experience within the Department of Psychology.

The team took a department level approach to a) identify systemic barriers to further research study (e.g., PhD) and b) established formal transparent processes to remove barriers to seeking departmental research placements.

This work is built around inclusivity through a) engaging in wide and open discussion of barriers to studying for a research degree and b) providing opportunities for gaining research experience while minimising bias -- including providing funding support to take part, anonymising applications for short-listing, focusing on skills rather than marks and providing feedback to help people improve future applications.