

Advancing Research Equity in Wales

A partnership between Health and Care Research Wales and the Centre for Research Equity

Health and Care Research Wales is committed to advancing diversity and inclusion in research through its **Inclusivity Plan 2025–2028**. In partnership with the Centre for Research Equity at Oxford University, we are working to embed **inclusive, community-led research** practices across Wales. Together, we aim to tackle **avoidable health and care inequalities** and ensure research better reflects the needs of all communities.

Our shared mission

- **Promote inclusive research** that reflects diverse needs of communities across Wales
- **Strengthen public and community engagement** to make research more accessible and representative
- **Equip health and social care teams** with training and tools for equitable research delivery and practice
- **Shape policy and funding decisions** by championing research that tackles the root causes of health and care inequalities

Our priority areas

- **Raising awareness of research equity** – Engaging partners across Wales and the UK to ensure research equity is part of mainstream policy and delivery
- **Identifying needs** – Using research prioritisation to shape funding calls that target the most pressing inequalities
- **Building cultural competence** – Accessing tailored training and support to create inclusive research environments across the system
- **Expanding public involvement** – Growing the Discover Your Role action plan to increase participation and remove barriers among underrepresented groups

Intended impact

- Research that is more **relevant and responsive to community needs**
- **Improved access and representation** across all population groups
- A more **diverse and culturally competent research workforce**
- **Stronger, inclusive, evidence-based policy** to reduce systemic inequality

We welcome collaboration from across Wales to help shape and deliver this shared vision for a **fairer, more inclusive research system** that improves health and care outcomes for all.



Hyrwyddo Tegwch Ymchwil yng Nghymru

Partneriaeth rhwng Ymchwil Iechyd a Gofal Cymru a'r Ganolfan Tegwch Ymchwil

Mae Ymchwil Iechyd a Gofal Cymru wedi ymrwymo i hyrwyddo amrywiaeth a chynhwysiant mewn ymchwil drwy ei **Gynllun Cynhwysiant 2025–2028**. Mewn partneriaeth â'r Ganolfan Tegwch Ymchwil ym Mhrifysgol Rhydychen, rydym yn gweithio i ymgorffori arferion **ymchwil cynhwysol a arweinir gan y gymuned** ledled Cymru. Gyda'n gilydd, rydym yn anelu at fynd i'r afael ag anghydraddoldebau iechyd a gofal y gellir eu hosgoi a sicrhau bod ymchwil yn adlewyrchu anghenion pob cymuned yn well.

Ein cenhadaeth ar y cyd

- **Hyrwyddo ymchwil gynhwysol** sy'n adlewyrchu anghenion amrywiol cymunedau ledled Cymru
- **Cryfhau ymgysylltiad y cyhoedd a'r gymuned** i wneud ymchwil yn fwy hygrych a chynrychioliadol
- **Arfogi timau iechyd a gofal cymdeithasol** â'r hyfforddiant a'r offer sydd eu hangen arnynt i gyflawni ac ymarfer ymchwil deg
- **Llunio penderfyniadau polisi a chyllido** trwy hyrwyddo ymchwil sy'n mynd i'r afael ag achosion sylfaenol anghydraddoldebau iechyd a gofal

Ein meysydd blaenoriaeth

- **Codi ymwybyddiaeth o degwch ymchwil** – Ymgysylltu â phartneriaid ledled Cymru a'r DU i sicrhau bod tegwch ymchwil yn rhan o bolisi a chyflawni prif ffrwd
- **Nodi anghenion** – Defnyddio blaenoriaethu ymchwil i lunio galwadau cyllido sy'n targedu'r anghydraddoldebau mwyaf dybryd
- **Meithrin cymhwysedd diwylliannol** – Cael mynediad at hyfforddiant a chymorth wedi'i deilwra i greu amgylcheddau ymchwil cynhwysol ar draws y system
- **Ehangu cynnwys y cyhoedd** – Tyfu cynllun gweithredu Darganfod Eich Rôl i gynyddu cyfranogiad a chael gwared ar rwystrau ymhlith grwpiau sydd wedi'u tangynrychioli

Effaith arfaethedig

- Ymchwil sy'n fwy **perthnasol ac ymatebol** i anghenion y gymuned
- **Gwell mynediad a chynrychiolaeth** ar draws pob grŵp poblogaeth
- **Gweithlu ymchwil mwy amrywiol** sy'n ddiwylliannol gymwys
- **Polisi cryfach a chynhwysol** sy'n seiliedig ar dystiolaeth i leihau anghydraddoldeb systemig

Rydym yn croesawu cydweithio o bob cwr o Gymru i helpu i lunio a chyflawni'r weledigaeth gyffredin hon ar gyfer **system ymchwil decach a mwy cynhwysol** sy'n gwella canlyniadau iechyd a gofal i bawb.

