

Black Lives Matter action plan: glossary

Term	What	Sorry, what?
APP	Access and Participation Plan	Access and participation plans set out how higher education providers will improve equality of opportunity in higher education. They must be approved by the Office for Students if the provider wants to charge higher tuition fees.
BHM	Black History Month	An annual recognition month to celebrate the contribution of Black people to every aspect of our society throughout history.
EDI	Equality, Diversity and Inclusion	Ensuring nobody is left out, left behind or treating unfairly because of who they are.
EDIC	Equality, Diversity and Inclusion Co-ordinators	A team which works to support EDI activity across the university and within their designated Faculty/Services.
EDI Committee	Equality, Diversity and Inclusion Committee	University level committee which takes strategic decisions on EDI.
Educational Excellence	Educational Excellence	A University function which promotes teaching and learning excellence through provision of tools, techniques and quality standards, to ensure that every student can thrive.
ESE	Education and Student Experience	A University stream of work which aims to deliver the best possible student experience for all students.
FEDIB	Faculty Education, Diversity and Inclusion Board	A committee of Faculty leadership and EDI Directors which plans, steers and monitors progress against EDI priorities within their Faculty.
PD	Professional Development	A University Team which develops and coordinates University training provision.
PVC	Pro Vice Chancellor	An executive leadership role within a university, with a specific area of strategic responsibility.
REC	Race Equality Charter	This provides a framework through which institutions work to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic staff and students. Institutions are required to identify the issues and plan specific actions in response to their findings.
STEMM CHANGE	STEMM: Science, Technology, Engineering, Maths and Medicine	A University initiative which funds several linked projects that will enable a step change in approaches to promoting equality, diversity and inclusion in the workplace.