

Equality, Diversity and Inclusion Annual Report 2021/22: Summary



Crowns: An exhibition celebrating hair and head coverings (image from Lakeside Café)



Artwork from Unmuting Ourselves: an exhibition showcasing projects in support of the LGBT+ community



AccessAble, the Digital Accessibility System procured by the University of Nottingham in 2021/22

Key Performance Indicators	Target 21/22	Performance 21/22
Gender split (level 6 women)	43%	41.61%
Gender split (level 7 women)	27%	29.79%
Ethnicity split (level 6 BAME)	12%	14.24%
Ethnicity split (level 7 BAME)	9%	10.21%
Staff with a disability	6%	6.10%

Institutional Key Performance Indicators for Equality, Diversity and Inclusion 2021/22

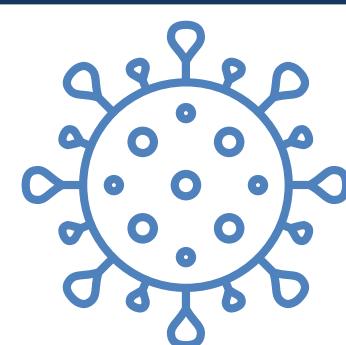
Background

Since the publication of the [Equality, Diversity and Inclusion \(EDI\) Strategic Delivery Plan](#) in 2019, we have annually reported our progress against these actions and highlighted other key EDI activity that has happened at the university. You can see previous year's reports on our [EDI webpages](#).

What's in the Equality, Diversity and Inclusion Annual Report 2021/22

Section One:

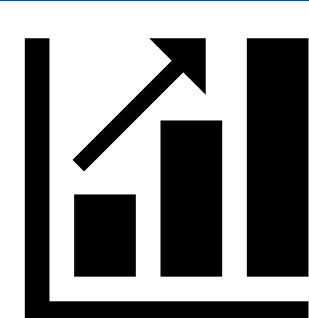
Covid-19 Support for Staff and Students 2021/22



Covid-19 has changed the ways in which we work and study. During 2021/22, we continued to offer support to both staff and students to ensure individual wellbeing and improvements to both hybrid/flexible working and studying.

Section Two:

Equality, Diversity and Inclusion-Related Strategic Development Activities



Provides an update against some of the actions in the [Equality, Diversity and Inclusion Strategic Delivery Plan](#).

One of the significant changes within the last year has been setting the following Institutional Equality, Diversity and Inclusion Priorities for 2022/23:

- **Priority 1:** Diversification of the workforce and career development
- **Priority 2:** Awareness raising and education
- **Priority 3:** Support

Thematic groups have also been established around: Disability Equality, Gender Equality (Athena Swan), Intersectionality and Inclusion, LGBTQIA+, Race Equality (Race Equality Charter), and Wellbeing to help improve visibility of the key priority areas and to enhance interconnectivity and intersectional working.

Other key highlights from 2021/22 include:

- The Institutional Key Performance Indicators (KPIs), which signals a positive trend in the work the University is doing in the EDI space.
- The procurement of [AccessAble](#) a Digital Accessibility System that will help to make our UK campuses more accessible.

Section Four:

Equality, Diversity and Inclusion Delivery Reports from Faculties and Professional Services

Updates from the Faculties and Professional Services, on how they are embedding Equality, Diversity and Inclusion into everything they do. This includes how these areas are working towards gender and race equality within the principles of Athena Swan and the Race Equality Charter (REC). In addition, the section documents any Sphere Programme Funding and/or local initiatives they have delivered, such as *Crowns: An exhibition celebrating hair and head coverings*.



Section Three:

Equality, Diversity and Inclusion Engagement and Events

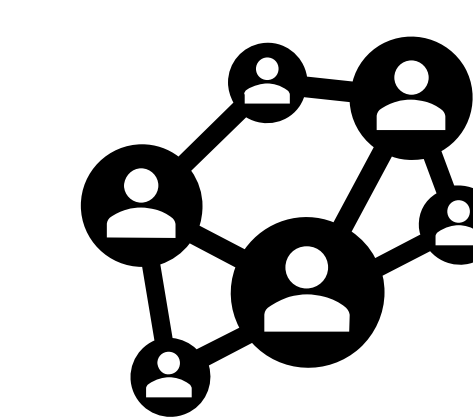
Details of the numerous events that recognised, honoured and celebrated our diverse community. This includes:

- Diversity Festival
- Recognition months:
 - Black History Month (October)
 - Disability History Month (November-December)
 - LGBT+ History Month (February)
 - International Women's Day (March)
- African Summit, etc.
- *Unmuting Ourselves: An exhibition showcasing projects in support of the LGBT+ community*



Section Five:

Reports on Formal/Informal Staff Networks



An update from each of the Network Chairs. During 2021/22, the Black, Asian and Minority Ethnic (BAME) Staff Network secured £5,000 to each one of the 6 Staff Networks for activities to improve Research Culture.

Most of the networks have moved to a co-chair model to effectively work with their members. All networks contributed towards the Diversity Festival and/or have offered specialist advice to the university.

Katherine Linehan, Pro-Vice-Chancellor for Equality, Diversity and Inclusion, People is meeting regularly with the Network Chairs. In addition, the Network Chairs are part of the new Intersectionality and Inclusion Oversight Group so they can contribute to the strategic vision of Equality, Diversity and Inclusion at the university.