



# Equality, Diversity and Inclusion Priorities for 2022/23



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To create momentum and drive real change in Equality, Diversity and Inclusion (EDI) we need everyone to work collectively across the university on 3 key priority areas in 2022/2023. We will achieve the activities in these areas by working with our new theme leads and steering groups, which are:

- Disability
- Gender Equality (Athena Swan Institutional Self-Assessment Team)
- LGBTQIA+
- Race Equality (Bronze Race Equality Charter (REC) Implementation Group)
- Wellbeing

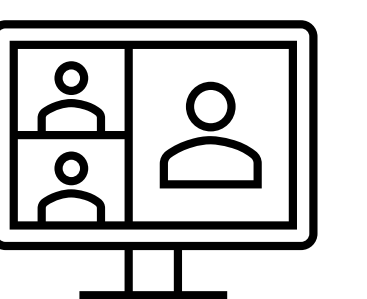
Actions against our institutional KPIs will be monitored by a new Intersectional and Inclusion Oversight Group, which will report progress against our strategic delivery plans directly to the EDI Committee.

## Priority Area 1:

Diversification of the workforce and career development

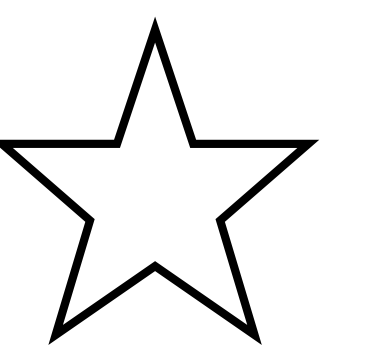
### (1.1) Inclusive recruitment

We will work with faculties, schools and departments to embed inclusive recruitment practices, and reduce the university's gender, ethnicity and disability pay gaps.



### (1.2) Reward, recognition and career progression

We will ensure a more intersectional and joined up approach to addressing systemic and cultural inequalities experienced by those with protected characteristics. We will also offer support around career progression to those who are minoritised and disadvantaged with the aim of preventing any widening of the career progression gap as a result of the pandemic.

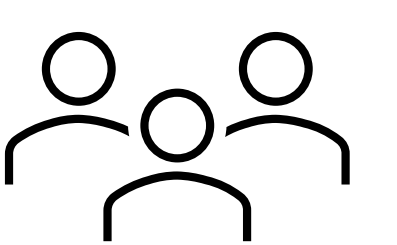


## Priority Area 2:

Awareness raising and education

### (2.1) Disability awareness, disclosure and reasonable adjustments

We will raise awareness of the multifaceted nature of disability. This will include: how staff and students can benefit from disclosing their disability, what are reasonable adjustments and why they should be put in place, and what provisions are available for managers so they can support disabled staff.



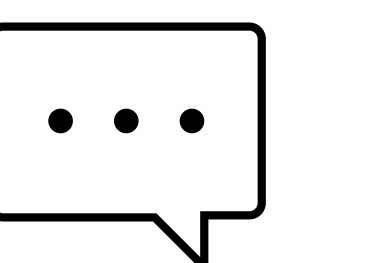
### (2.2) An antiracist university

We will roll out our onboarding module for students across the university and determine what other anti-racist training staff and students across the university need.



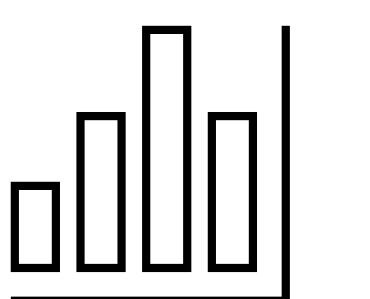
### (2.3) Reproductive and gynaecological health awareness

We will work with colleagues across the university to bring together a package of support materials focusing on health and wellbeing.



### (2.4) LGBTQIA+ data collection

We will explore what current data exists across the university and how it could be used to inform and determine the setting of future strategic priorities for LGBTQIA+ equality.



## Priority Area 3:

Support

### (3.1) Wellbeing resources

We will ensure that staff are aware of wellbeing resources and know how to access them when they need them.



### (3.2) Neurodiversity support

We will improve support for neurodiverse staff and students and to ensure parity of experience for all who are neurodivergent across the institution.



### (3.3) Stonewall review

We will review our current membership of Stonewall to ensure best-fit for the provision of specific support required in line with our LGBTQIA+ communities' needs, education for all, and our university values.

