



Equality, Diversity and Inclusion Priorities for 2023/24



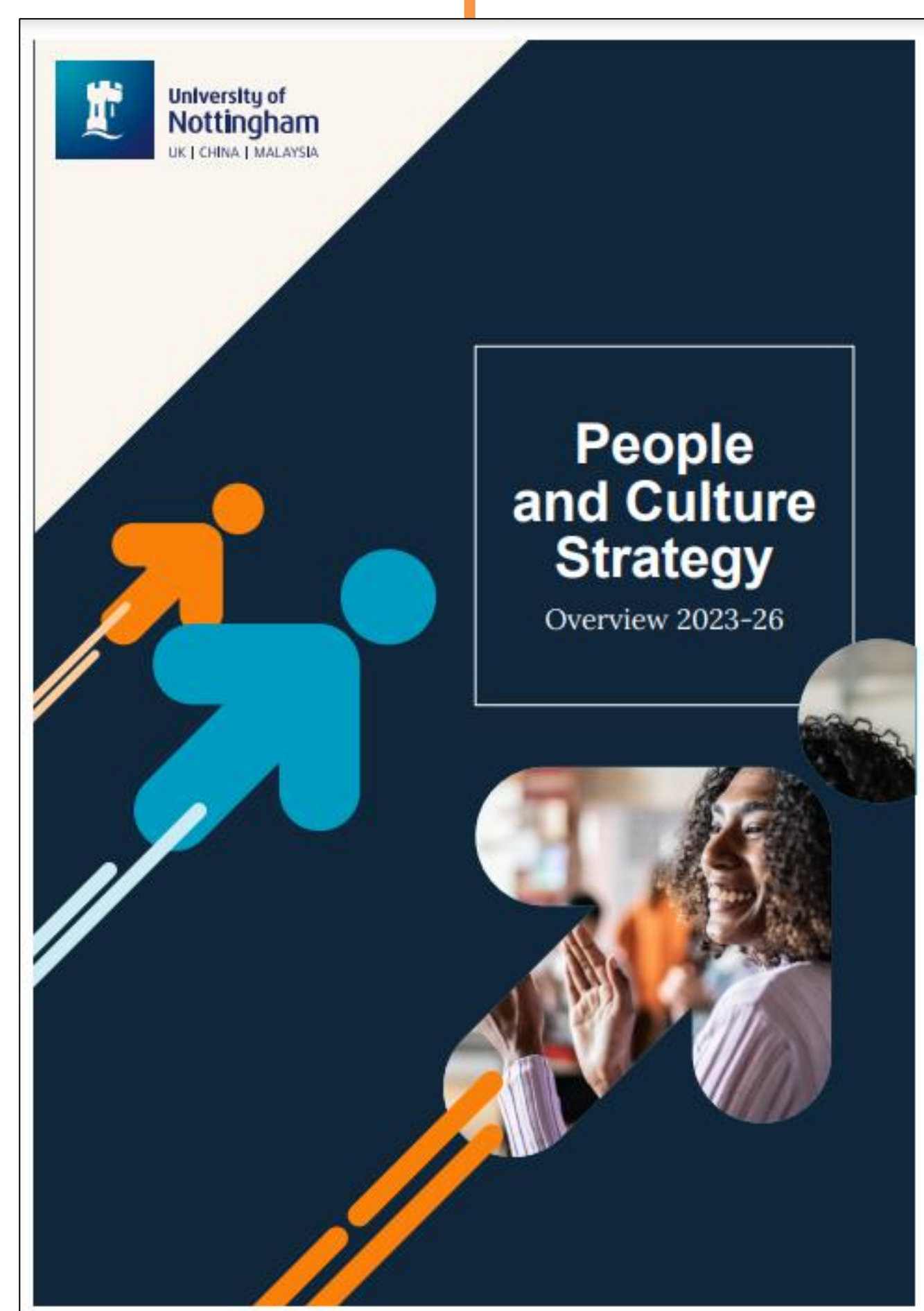
Professor Katherine Linehan
Pro-Vice Chancellor for Equality, Diversity and Inclusion, and People

Update and EDI Vision for 2023/24

Last year we introduced the Equality, Diversity and Inclusion (EDI) Priorities to give institutional strategic direction and vision in terms of prioritising EDI activity at a university, faculty, department, school and individual level. The response to this approach has been positive and is helping us to build a culture where we are inclusive by design.

Significant progress has been made in 2022/23 across each of the priority areas, we have created a cultural humility on-boarding course for students (to be delivered at the start of term in 2023) and completed the Stonewall review. However, we recognise that many of these priority actions will take longer to deliver and to measure impact. As a result, we have decided to retain the priority areas created last year and to review/renew some of the actions.

We also have a new [People and Culture Strategy](#) which our EDI Priorities (below) are clearly aligned to, so that we are working collegiately to embed real change at the university.

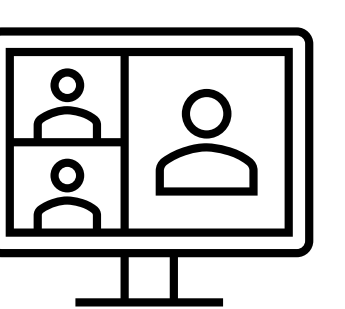


Vision
Realising the potential of our people

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.

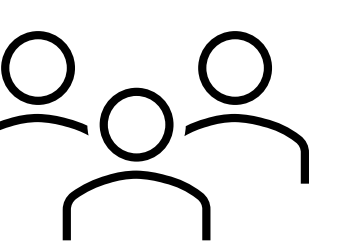


Vision
Fostering an inclusive culture, underpinned by our values

Priority Area 2: Awareness raising and education

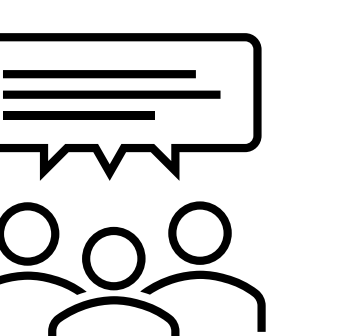
(2.1) Write and implement an Institutional Disability Equality Action Plan

Create an Institutional Disability Action Plan to identify and address ableism, and ensure that disabled staff and students are supported during their time of work and/or study, and that their sense of inclusion and belonging is enhanced.



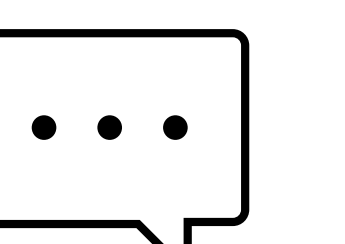
(2.2) An antiracist university

Building on the cultural humility on-boarding course for students, we will continue to develop and explore antiracist training at the university. This will include a range of activities such as training, mentoring, coaching and peer support for staff and students.



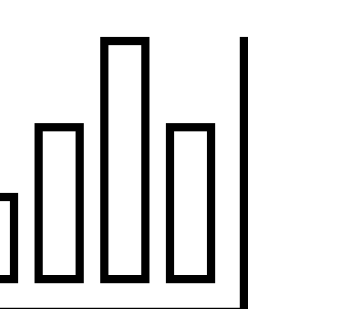
(2.3) Reproductive and gynaecological health awareness

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 and analysis

We will explore and analyse the data that is currently available across the university, the HEI sector and nationally to inform future KPIs and improve LGBTQIA+ representation and inclusion.



Vision
Supporting the health, safety and wellbeing of all our people

Priority Area 3: Support

(3.1) Wellbeing resources

We will connect our full student and staff provision for wellbeing to ensure there is a coherent understanding of the resources we offer, and why or how you use 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) Review the resources available to support LGBTQIA+ members of UoN

We will explore what support and resources are currently available at the university, and how these are used, to identify any gaps or barriers that may prevent members of the LGBTQIA+ community from feeling fully supported.



(3.4) Understanding and learning from the lived experiences of our university community

We will create opportunities to listen, hear and understand the valuable lived experiences of our staff and students. We will use this knowledge to make changes to the way we do things so that we can become truly inclusive and that all members of our university community feel a sense of belonging. In addition to the EDI Themed areas of disability, gender, LGBTQIA+, race and wellbeing, we will also learn from the sharing of lived experiences impacted by age, caring responsibilities, socioeconomic status and background, religion, faith, belief or non-belief and where the intersections of these can compound inequalities.

