

EDI Strategy and Action Plan

- Why is this important?
- Aligns with the University EDI Strategy
-

Five Themes



Awareness & Communication

Objective: To communicate our strategy, objectives and action plan to staff and students

- Staff and student meetings and focus groups
- Dedicated website and intranet sections
- Case studies from our School – individual stories
- Promotion of policy and campus wide activity

Staff Recruitment, Retention and Progression

Objective: To ensure all staff understand the available opportunities are supported to take full advantage of them



Student Recruitment & Lived Experience

Objective: Through our student recruitment activities and

Training & Development

Objective: To actively promote training and development opportunities for all staff groups to support our EDI strategy

- HROD Leadership & Management Development Framework
- Development needs of administrators and technicians
- Mandatory and recommended training, e.g. Unconscious Bias Training for leadership positions
- Aurora leadership initiative, Maia network and others
- PDRA Teaching opportunities
- Carers Grant for development opportunities

EDI and You

How can you contribute?

- Engage positively with our EDI discussions
- Be conscious of the bigger picture
- Raise problems and solutions
- Take an interest in initiatives, events and activities
- Observe and challenge where improvements should be made

Thank you

Questions



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