



**University of Exeter - Equality, Diversity & Inclusion Strategic Objectives
2019 – 2025**

Success, Fairness and Equity for All

“All Students and Staff to have the best possible outcomes free from the barriers of prejudice and discrimination“

Positive Perceptions and Experience for All

“All Students and Staff to experience the benefits of an inclusive culture“

Knowledge and Competence

“Enabling and ensuring meaningful and impactful change through knowledge, awareness, reflective learning and cultural competence“

Three Key Stages of the Strategy

- The first stage: Ensure we are a fair and compliant place to work, study and visit for **everyone**
- The second stage: Aligning our work to national best practice and gaining recognition through accreditations. We will target accreditations such as the Race Equality Charter Mark and for our work related to disability support, sexual orientation, gender (Athena SWAN) and the Trans community. Culture change benefits everyone.
- The third stage: Genuinely embedding inclusivity across our institution to be a beacon of best practice. We are furthest ahead in relation to gender but we aim to reach this in all areas

University of Exeter - Equality, Diversity and Inclusivity Vision
Compliance and Fairness
Putting in place legal compliance, policy and value commitments, monitoring, representation, positive action
Achieving Accreditations and Culture Change
Promoting and sharing good practice, listening and engagement, enabling challenging conversations and continuing the work from the Provost Commission
Embedding Change and Cultural Competence
Inclusivity, cross-cultural work, adapting to diversity, embedding concepts, bench marking, leading example, beacon of best practice

1. Maintaining Compliance and Fairness

Maintaining Compliance and Fairness

We will ensure a fair and compliant environment for everyone by:

- A Single Equalities Scheme which sets out all actions in the area of equality, diversity and inclusivity
- Embedding Equality Impact Analysis practice at an institutional Level
- Closing pay and attainment disparity – gender, ethnicity, disability
- Standardising our policies and processes related to disability (reasonable adjustments)
- Launching new EDI induction and mandatory training which is fully compliant
- Improving Speak Out reporting tools and launching new recording methods
- Improving equality, diversity and inclusivity data gathering and sharing and building confidence and trust so that staff and students feel able to disclose their information
- Embedding positive action through leadership, mentoring, coaching and recruitment schemes
- Ensuring fair recruitment, retention and progression through our policies
- Improving our incident response procedures

2. Achieving Accreditations and Culture Change

Achieving Accreditations and Culture Change

We will achieve accreditations in a number of areas and start to change our culture by:

- Developing action plans aligned to accreditations (Race, Gender, Disability, Sexual Orientation and Trans)
- Use data from Research Excellence Framework, Teaching Excellence Framework, Employee Engagement Survey to inform our activity
- Grow the diversity of our student body (working with the Access and Participation Team) and our staff body/senior leadership team
- Introduce an institutional equality, diversity and inclusivity communications and engagement plan
- Ensuring Senior commitment to EDI
- Working in collaboration with our students, staff and local partners on EDI campaigns
- Deliver bespoke EDI training and tools including tools and techniques to promote cultural awareness
- Increase awareness of inclusive academic practice linked with the Education Strategy
- Reaffirming and developing shared values and culture
- Having effective systems governing and coordinating our work on EDI across the institution

3. Embedding Change and Cultural Awareness

Embedding Change and Cultural Awareness

- Shaping an inclusive academic experience for students
- Sharing best practice nationally and benchmarking performance
- Enabling students and staff to support diversity and challenge discrimination
- Embedding inclusive practice into physical and online spaces through Infrastructure Audits and Social Media Policy
- Embedding institutional cultural knowledge
- Becoming more aware of people's cultures and experiences at individual, system and organisational level
- Maintaining a positive culture

Our Leadership and Ownership Structure- ED&I is a co-owned responsibility

Accountability

- University Council/Senate

Leadership

- Vice-Chancellor's Executive Group

Development, Implementation and Monitoring

- University Inclusivity Group
- Equality Groups
- Equality, Diversity and Inclusivity Team

Ensuring Compliance and Supporting and Promoting EDI

- PVCs/ Directors
- Speak Out Guardians
- WP Team
- Dignity and Respect Advisors

Supporting and Challenging

- Students' Guild/ FXU
- Staff and Allies' Networks