

EVERYONE WELCOME

MANY VOICES

ONE COMMUNITY

EDI Vision 2019-25

Strategic Objectives

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

“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 Vision

- **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 accreditation. 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 inclusion 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
Inclusion, cross-cultural work, adapting to diversity, embedding concepts, bench marking, leading example, beacon of best practice



Maintaining Compliance and Fairness

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

- **Creating a Single Equalities Scheme which sets out all actions in the area of equality, diversity and inclusion**
- **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 inclusion 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**



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 and Sexual Orientation)**
- **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 EDI communications and engagement plan**
- **Ensuring Senior commitment to EDI**
- **Deliver bespoke EDI training and tools including tools and techniques to promote cultural awareness**
- **Increase awareness of inclusive academic practice through the Education Strategy**
- **Reaffirming and developing shared values and culture**
- **Strong governance, coordination and reporting.**



Embedding Change and Cultural Awareness

- 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

