

Dean, Professor Chris Reilly
Director of EDI, Aisha Benachour

EQUALITY DIVERSITY AND INCLUSION (EDI) STRATEGY AND ACTION PLAN

**SCHOOL OF AACME
APRIL 2021**

EDI Strategy and Action Plan

- Why is this important?
- Aligns with the University EDI Strategy
- Athena SWAN Bronze Award, but moving beyond gender
- Director of EDI, Aisha Benachour, and the EDI Committee

Five Themes

EDI Action Plan

1.
Representation

2.
Awareness &
Communication

3.
Staff
Recruitment,
Retention &
Progression

4.
Student
Recruitment &
Lived Experience

5.
Training &
Development

Objective: Establishing governance structures and representation on decision making bodies in the School

- Appointment of Director EDI
- Revised EDI Committee and ToR
- Monitor and improve representation on School Committees
- Active involvement in LU Initiatives

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

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

- Equality in recruitment and addressing gender imbalance
- Listen to the lived experience of our staff
- Promotion: transparency, understanding, identifying and overcoming obstacles
- PDRA opportunities for development and progression
- Mentoring scheme for all staff
- Policies – Maternity, Flexible working, Leaving and returning
- PDR and WLM effectiveness and gender analysis
- Exit Interviews

Objective: Through our student recruitment activities and course development, to actively promote EDI, learning from the lived experience of our students.

- Review of Programmes and Content e.g. CG, Bio
- Visibility and profile of role models at recruitment events
- Working proactively with partners e.g. WES
- Targeted marketing campaigns and case studies
- Focus groups to hear the student voice

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

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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