

## The plan of action

The delivery of the People and Organisational Development Strategy is dependent on developing managers and leaders across the University to lead with emotional intelligence, to feel confident in taking informed risks, making bold decisions, having authentic conversations and working with agility, across boundaries.

## People and Organisational Development Priority 1

### DIVERSE, RESPECTFUL AND INCLUSIVE CULTURE

#### Anticipated Outcomes

- An inclusive, welcoming and vibrant culture in which all colleagues and students feel valued, respected and engaged.
- Increased diversity within the academic community, professional services and leadership communities.
- Better representation within the University’s decision-making forums.
- Equal opportunity for all through identifying and removing systematic barriers.
- The University’s leadership will work to embed the principles of Equality, Diversity and Inclusion into the way we work, study and live at Loughborough.

PRINCIPLES	AIMS	2021 PRIORITIES
<ul style="list-style-type: none"> <li>• All members of the Loughborough community have a responsibility to promote equality, dignity and respect, to celebrate diversity and to challenge unfairness and discrimination.</li> <li>• The University’s leadership and management teams will visibly embrace and promote Equality, Diversity, Inclusion and Human Rights.</li> <li>• Equality, Diversity and Inclusion values and principles will be embedded in all ways of working, studying and living at Loughborough.</li> </ul>	<ul style="list-style-type: none"> <li>• We will become a beacon for inclusivity within the sector.</li> <li>• We will raise the understanding of Equality, Diversity and Inclusion through communication, learning, and the work of staff and student groups.</li> <li>• We will seek to understand and improve the experience of staff and students from under-represented groups and groups with protected characteristics.</li> <li>• We will work to embed Equality, Diversity and Inclusion within our recruitment, research, enterprise, teaching and sport activities, as well as our employee and student experiences.</li> <li>• We will improve experiences and outcomes of colleagues with protected characteristics be engaging with Athena Swan, Race Equality Charter, Disability Confident and Stonewall.</li> <li>• We will harness existing academic and professional expertise within the Institution to advance and support this Strategy.</li> <li>• We will operate a zero-tolerance environment for all inappropriate or discriminatory behaviours.</li> <li>• We will be a thought leader in respect of equality, diversity and inclusion.</li> <li>• We will further develop our Chaplaincy in providing a caring presence for all.</li> <li>• Continued development of a diverse and inclusive curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop Loughborough’s Race Strategy.</li> <li>• Improve the physical and environmental access for disabled students, staff and visitors to Loughborough campuses.</li> <li>• Implement actions through the Gender Equality PMB to increase the number of female academics.</li> <li>• Shift culture through allyship training for all.</li> <li>• Improve the collective understanding of difference.</li> <li>• Improve staff and students’ understanding of neurodiversity.</li> <li>• Establish an EDI committee.</li> <li>• Review all existing policies, guidance and processes specifically from an EDI perspective.</li> <li>• Use PDR to engage all colleagues in progressing EDI.</li> <li>• Implement an internally focused communication campaign to enhance the collective awareness of Equality, Diversity and Inclusion.</li> </ul>