Vision for 2040: Equality & Diversity

Discussion notes from SRS Staff and Student Workshop, Wednesday 8th March 2017

# Our Vision for 2040

**Main points**

* A total acceptance of difference, celebrated for the positive that it is
* Zero tolerance of discrimination
* Diversity reflected in senior management
* Senior staff leading m example, championing issues and encouraging positive behavioural change in the UoE community
* No pay gaps for protected characteristics
* UoE a financially accessible institution
* Completely accessible physical spaces, regardless of heritage status

**Other points**

* Gender-neutral spaces e.g. loos
* E&D in our procurement chains – links to sustainable procurement

# How we’ll get there

**Main points**

* Not just words but actions – we have great policies but people’s lived experience do not always reflect the implementation of these policies
* More visual campaigns and events
* Equality & Diversity training for anyone who wants to access it, with Active bystander and Unconscious bias training being mandatory for all staff and students. Particularly Active Bystander training, as it equips people with the skills and capacity to tackle wrongful behaviour, and empowers them to have confidence in themselves as agents of positive change.
* Everyone encouraged to embrace flexible working arrangements (e.g. paternity leave)
* Money in the pot for devolved initiatives, e.g. student groups who are really passionate about an issue
* Backing from the academic side of the University – willingness to “diversify the curriculum” and undertake training in order to better provide for their students.

**Other points**

* Better inductions for all staff and students, but particularly those who are only here for a short space of time e.g. PhD and Masters students
* Active networks (e.g. BME network) with funding to run events
* Better online anonymous reporting of incidents
* More mixing in student halls (‘foreign’ students tend to be placed together)

# Haiku – a summary of our vision

“True equality:

From the top to the bottom;

Championed by all”.