

## **CAHSS EDI PLAN 2020-2023\***

*\*(This Plan will be updated at the end of each Academic session to ensure the Plan remains fit for purpose. Progress will also be reported against each Action Point with each annual update).*

### **1. Vision for EDI in 2020 - 23**

Our vision is that everyone, staff or student who are part of CAHSS should be able to develop to their full potential regardless of gender, sex, race, colour, ethnic, national origin or migrant status, disability, sexual orientation, religious or philosophical belief, age, socio-economic background, trade union membership and family circumstances. The Committee will work to promote an inclusive, fair, respectful culture and a safe and welcoming environment in which all staff and students can flourish.

This plan supports the University's Strategy 2030 and its emphasis on values. This plan complements the College vision to ensure greater equality of opportunity for all staff, to strengthen partnership with students particularly in the areas of student wellbeing and experience, to ensure greater diversity and address issues of under-representation within staff and student groups, to ensure EDI issues are embedded into learning and teaching and to identify and action EDI issues as related to research and knowledge exchange and to work closely with the University EDI Committee and the Widening Participation team.

The Committee will also work closely with other groups within the University such as EUSA and student groups e.g. BlackEd Movement, staff networks supporting diversity and anti-discrimination, the University Chaplaincy, IAD, trade unions and with agencies external to the University who have a focus on delivering for equality, diversity and anti-discrimination. We will work to achieve inclusive, accessible and equitable practices and to monitor and ensure procedures are consistently in place to secure and maintain zero tolerance to any and all forms of discrimination across all areas of the 2010 Equality Act plus migrant status.

Our Action Plan over the next three years covers the broad themes of:

- Strengthening a College culture that institutionalises equity, supports diversity and facilitates belonging, dignity and respect for all.
- Working with staff and students to establish an ethos, policies and practices that challenge personal, cultural and systemic forms of discrimination
- Supporting Schools to diversify staff and student groups and address areas of under-representation
- Supporting initiatives to reduce attainment gaps and widening access
- Establishing and nurturing links both internally and externally that can inform the work of the EDI committee

We welcome comment and suggestions that can assist us to achieve any of our action points below. Please send in any comments to the Committee administrator:

[CAHSSEDI@ed.ac.uk](mailto:CAHSSEDI@ed.ac.uk)

Further information about the membership and work of the Committee can be found at:

<https://uoesharepoint.com/sites/hss/college-office/committees/Equality-Diversity-Inclusion%20Committee/SitePages/Home.aspx?e=1:29aa92d05b354a15a8240b559a9785dc>

**2. Specific Annual key Priorities and associated measurements of success:**

Year 1 (20-21)	Year 2 (21-22)	Year 3 (22-23)
<p>Establish a Committee structure that enables more devolved ownership of specific areas to assist efficacy</p> <p>Secure student representation on the EDI Committee</p> <p>Continue to monitor and identify any differential impact of COVID on individuals with protected characteristics. Communicate to HoC, Head of HR and Staffing Committee.</p> <p>Establish baseline information about staff and student groups according to protected characteristics <i>(This plan will be updated in January 2021 once data is obtained)</i></p>	<p>Review Committee structure and membership to ensure it continues to be fit for purpose and is diverse</p> <p>Report on EDI information for the College and monitor for progress and gaps, taking action as required to address gaps. Publish action the Committee is taking on the EDI SharePoint site</p>	<p>Review Committee structure and membership to ensure it continues to be fit for purpose and is diverse</p> <p>Report on EDI information for the College and monitor for progress and gaps, taking action as required to address gaps Publish action the Committee is taking on the EDI SharePoint site</p>

<p>Identify action to address any student BME achievement/attainment gaps within CAHSS. Work with CAHSS UG and PG Committees to agree next steps</p>	<p>Work with CAHSS UG and PG Committees to monitor progress and report to College PRC</p>	<p>Work with CAHSS UG and PG Committees to monitor progress and report to College PRC</p>
<p>Identify priority areas key at College level and at individual School level and agree a roadmap, timescale and targets for action (including usage of positive action interventions)</p>	<p>Monitor progress of roadmap towards targets, amend or re-invigorate as necessary.</p>	<p>Monitor progress of roadmap towards targets, amend or re-invigorate as necessary</p>
<p>Ensure that EDI is operationally and practically embedded across all areas of College policy-making, strategy and vision building</p>	<p>Review if EDI principles are captured at College decision-making and committee level work</p>	<p>Review if EDI principles are captured at College decision-making and committee level work</p>
<p>Initiate a campaign ‘What does Equality, Diversity and Inclusion Mean for Me’ to foster an environment that promotes dignity and respect for all and supports pro-action against discrimination</p>	<p>Evaluate the impact of the campaign and identify next steps to continue to place EDI issues front and centre for CAHSS</p>	
<p>Invite external agencies who can contribute to inform EDI within the University to a Roundtable lunch to inform Plan and areas for future action</p>		
<p>Build the EDI SharePoint site as a resource for staff in areas of good practice on EDI related matters e.g. on research, learning and teaching, supporting diverse students and staff</p>	<p>Continue to grow SharePoint site, particularly expanding areas to include international examples</p>	<p>Evaluate usage and relevance of SharePoint site</p>

Support University level EDI work in taking forward race equality and anti-racism e.g. supporting the University Race Equality and Anti-Racist Action Plan	Continue to support University level priorities to promote EDI e.g. refining any University EqIA for College relevance, Athena Swan	Continue to support University level priorities to promote EDI e.g. refining any University EqIA for College relevance
Identify College level relevant CPD on EDI issues and plan seminars and information briefings accordingly – publish programme by September each year to enable uptake	As in previous year	As in previous year
Continue to support School AS submissions and targets	As in previous year	As in previous year
Collaborate with research groups and initiatives (e.g. genderED; RACE.ED) that can inform the work of the Committee and establish links	Continue to maintain links and identify any action areas that need to be incorporated and update Plan accordingly.	Continue to maintain links and identify any action areas that need to be incorporated and update Plan accordingly

**3. Risks:** to the delivery of the above

- Low declaration rates particularly for staff on the range of protected characteristics means that baseline data is unlikely to provide the full picture
- Societal perceptions can impact on the diversification of student profiles e.g. lack of men in primary teaching, women into economics
- Lack of buy-in from the range of staff and service providers on the need to support reasonable adjustments or positive action on diversity matters can impede progress
- Lack of hourage for staff with EDI remits to be able to contribute to building the SharePoint site and take forward action points above
- Post COVID and Brexit pressures that divert resources (staff and finances)

The CAHSS EDI Committee welcomes suggestions and advice on ways forward. Please email [CAHSSEDI@ed.ac.uk](mailto:CAHSSEDI@ed.ac.uk) with your ideas and points.