



## Equality, Diversity & Inclusion

The University of Edinburgh is committed to equality of opportunity for all its staff and students, and [promotes a culture of inclusivity](#). We all have a responsibility in relation to this and we have summarised the resources available to help.

Option and Audience	Purpose
<p>The <a href="#">Equality and Diversity Strategy, Outcomes and Action Plan</a> outlines how the University vision is a continuing commitment to equality and diversity for both students and staff.</p> <p>Additional information is also available:</p> <ul style="list-style-type: none"><li>- <a href="#">Equality Legislation</a></li><li>- <a href="#">University Equality &amp; Diversity Policies for Students &amp; Staff</a></li><li>- <a href="#">Reports &amp; Monitoring</a></li></ul>	<p>All staff should ensure they are familiar with the information on Equality Diversity &amp; Inclusion at the University and the implications this has for their work.</p> <p>Senior Leaders and group members contextualise the information and share the context and goal of this, incorporating relevant elements into strategies, plans and objectives.</p>
<p>There are a number of <a href="#">EDI Groups</a> across the University:</p> <ul style="list-style-type: none"><li>- <a href="#">The Equality, Diversity &amp; Inclusion Committee</a> (which has Thematic Sub Committees: <a href="#">Race Equality and Anti-Racist Sub-Committee</a>, <a href="#">Gender Equality Sub-Committee</a>, <a href="#">LGBT+ Sub-Committee</a>)</li><li>- <a href="#">College EDI Committees</a></li><li>- <a href="#">Professional Services E&amp;D Coordinators</a></li><li>- <a href="#">Disabled Staff Network</a></li><li>- <a href="#">Edinburgh Race Equality Network</a></li><li>- <a href="#">Staff Pride Network</a></li></ul>	<p>All staff should ensure they are familiar with the EDI Groups, their purpose and remit and the implications this has for their work.</p> <p>Senior Leaders and group members contextualise the theme for the work area and share the context and goal of this, incorporating relevant elements into strategies, plans and objectives.</p>
<p>The University supports and promotes many initiatives in all areas of equality:</p> <ul style="list-style-type: none"><li>- <a href="#">Gender Equality</a></li><li>- <a href="#">Race Equality</a></li><li>- <a href="#">LGBT+ Equality</a></li><li>- <a href="#">Family Friendly</a></li><li>- <a href="#">Disabled Staff Support</a></li></ul>	<p>All staff should ensure they are familiar with the initiatives, their purpose and remit and the implications this has for their work.</p> <p>Leaders and Managers should communicate the relevant information to their work areas and host facilitated discussions at team meetings and one to one discussions.</p>



The following development options are available for all staff:

Online Modules

- [Equality & Diversity Essentials](#)
- [Challenging Unconscious Bias](#)
- [Introducing Equality Impact Assessments](#)
- [Implementing Reasonable Adjustments for Staff](#)
- [Mental Health Awareness](#)

Workshop:

[Where do you draw the line?](#)

A 2-hour face-to-face workshop that offers departments the opportunity to learn about the factors that can create and sustain a work environment in which harassment and bullying occur, and empower participants to work collaboratively to address concerns.

All staff should complete the online training and apply any learning to their work.

Leaders and Managers should communicate the relevant information to their work areas and host facilitated discussions at team meetings and one to one discussions.

The following resources are also available:

[Respect at Edinburgh](#)

This website brings together information and guidance on the Dignity & Respect policy, processes for raising and addressing concerns, and support and training available.

[Edinburgh Hybrid Teaching Exchange – EDI Themed Articles](#)

[Teaching Matters Blog – Diversity & Inclusion](#)

[A series of short films on preventing sexual violence and supporting survivors](#) have been developed in collaboration with the The Consent Collective

[Learning resources to support your understanding of key Equality, Diversity & Inclusion topics](#) have also been signposted.

LinkedIN Learning have collated expert led courses on:

- [Diversity & Inclusion](#)
- [Anti-Racism](#)
- [Allyship](#)

They also have support available for Women in Leadership:

- [Women in Leadership Learning Group – LinkedIN Learning](#)

All staff should access these resources and consider any implications for their work.

Leaders and Managers should communicate the relevant information to their work areas and host facilitated discussions at team meetings and one to one discussions.



<p>- <a href="#">Women in Leadership Learning Path</a></p> <p>We also have a <a href="#">Diversity and Inclusion playlist</a> available on our Online Development Toolkit.</p>	
<p><b>Advance HE Resources</b></p> <ul style="list-style-type: none"><li>• <a href="#">Equality, Diversity and Inclusion</a> (wide range of guidance and resources)</li><li>• <a href="#">Diversity and inclusion – the critical governance role</a> (reports and guidance)</li><li>• <a href="#">EDI and Leadership</a> (reports and guidance)</li><li>• <a href="#">Equality in HE</a> (series of statistical reports)</li><li>• <a href="#">Safe(r) for staff? Equality implications for ‘reopening’ HE campuses in the COVID era</a> (guidance)</li><li>• <a href="#">Unconscious bias in the curriculum</a> (literature review)</li><li>• <a href="#">Unconscious bias in assessment</a> (literature review)</li></ul> <p>Race Equality</p> <ul style="list-style-type: none"><li>• <a href="#">Race Equality in HE</a> (wide range of resources)</li><li>• <a href="#">Tackling structural race inequality in HE</a> (range of resources including webinar recordings, guidance publications, podcasts)</li><li>• <a href="#">Tackling racism on campus project resources</a> (webinar recordings, blogs, glossary, videos, diagnostic tool)</li><li>• <a href="#">Race equality and leadership</a> (webinar recording)</li><li>• <a href="#">Black male voices in HE</a> (Series of three ‘In conversation with’ video recordings)</li><li>• <a href="#">Observing the observers</a> (report)</li></ul> <p>Gender Equality</p> <ul style="list-style-type: none"><li>• <a href="#">How has COVID-19 impacted on gender equality in HE</a> (blogs, reports, podcast)</li><li>• <a href="#">Building back better for gender equality in HE</a> (guidance)</li><li>• <a href="#">Best practice responses to COVID-19 and gender equality within research institutes</a> (guidance)</li><li>• <a href="#">Enhancing Practice: Gender Equality in the context of Coronavirus</a> (webinar recording)</li><li>• <a href="#">Conducting a self-assessment of gender equality</a> (guidance)</li></ul> <p>Disability</p>	<p>All staff should access these resources and consider any implications for their work.</p> <p>Leaders and Managers should communicate the relevant information to their work areas and host facilitated discussions at team meetings and one to one discussions.</p>



<ul style="list-style-type: none"><li>• <a href="#">Disabled Student's Commission Annual Report 2020-21: Enhancing the disabled student experience</a> (report)</li><li>• <a href="#">Considerations for disabled students when applying to university in light of COVID-19</a> (guide)</li><li>• <a href="#">Considerations for disabled applicants to postgraduate study</a> (guide)</li><li>• <a href="#">Considerations for disabled applicants applying to undergraduate courses</a> (guide)</li></ul> <p>Religion and belief</p> <ul style="list-style-type: none"><li>• <a href="#">Religion and Belief in UK HE</a> (research insight)</li></ul>	
<p>Specific development is available to support Equality, Diversity &amp; Inclusion:</p> <p><a href="#">Aurora</a> - Advance HE's initiative for women and those who identify as a woman, prior to taking their first significant step up to a leadership role.</p> <ul style="list-style-type: none"><li>• <a href="#">Longitudinal report on impact of Aurora and career paths of women in HE</a> (summary, literature review and full report)</li><li>• <a href="#">What works: supporting women's careers</a> (report)</li></ul> <p><a href="#">Diversifying Leadership</a> - AdvanceHE's Diversifying Leadership programme is designed to support early-career academics and professional services staff from Black, Asian and Minority Ethnic backgrounds who are about to take their first steps into a leadership role.</p>	<p>All staff should be aware of these opportunities and consider any relevant development for themselves to discuss with their line manager.</p> <p>Leaders and Managers should communicate the relevant information to their work areas and host facilitated discussions at team meetings and one to one discussions where relevant.</p>

Learning and Organisation Development also offer support on **Change, Values-Led Approach, Academic Context, Digital Skills, Health and Wellbeing** and **Meaningful Conversations**.