

# Equality, Diversity & Inclusion Strategy 2020 – 2025

## CREATING AN INCLUSIVE UNIVERSITY COMMUNITY



## OUR VISION

### **That this is a community where, as an individual student or member of staff:**

- You feel welcomed for who you are, and this is a place where you feel that you can influence the way we do things, now and in the future.
- You feel included and supported to reach your true potential
- You are intellectually stretched and challenged; and
- You value the diversity of the wider community and you play your part in supporting our mission of inclusivity.

### **And that, as a community:**

- We intentionally create space and time to truly engage, listen and learn from each other
- We all actively take steps to understand the impact of our own actions and behaviours
- We value and engage with each other by utilising our differences in order to create high quality work, research and education;
- We intentionally lead and influence social change at both a local and national level – we are seen as innovative and bold leaders.

By working in this way, we will change the world for the better.

## OUR AMBITION

### **That Equality, Diversity and Inclusion (EDI) is seen as a major asset that helps us be a world-leading University.**

We want EDI to be truly embedded in all areas of our teaching, research, enterprise and other work, so that EDI is consciously considered in all decisions, and in the delivery of education and other services. All students, senior leaders and staff should see an inclusive culture as being beneficial to themselves and others, and value it accordingly. Students and staff must see it as their responsibility to maintain an inclusive culture that is based on respect, compassion and curiosity. Underpinning our ambition is a recognition of the importance of individual and collective agency and accountability.

## HOW WE WILL ACHIEVE THIS

### **We will work in a way that address our consciousness, behaviours, systems and collective culture.**

We will ensure that this strategy aligns with other relevant University strategies to ensure that it is deeply embedded. We will use a five-stage model to help us embed this cultural change across the whole University community.

**Articulate:** We have a clear vision that sets out what the future looks like for you, I and us. We will increase and improve our communications about EDI, taking a planned approach that helps staff, student and EDI leaders to see where we are heading and how we can all play a role in getting there.

**Attract and Engage:** We will embed the EDI vision in our public and colloquial narrative; it should be possible to easily hear references to our vision in the way that we talk and in our written narrative. We will connect the EDI work that takes place in faculties, schools and professional services with the work that is led from the institutional EDI committee, with the aim of ensuring that all activities are aligned with our EDI vision.

**Equip and Apply:** Through well-designed training, resources, systems, processes and policies, we will equip our staff and students to be able to competently apply EDI in a practical manner in what they do.

**Assess and Evaluate:** We will evaluate and assess whether the processes, procedures, policies and training that we have in place are leading to positive change. We will do this via the existing governance structure. This will include evaluating our performance against relevant equality charter marks and mandatory reports such as equal pay reviews.

**Assimilate:** Lastly, we will assimilate EDI into every corner of the University; all of us will 'walk the talk'. Current staff and students will become advocates for our EDI vision and our Southampton Behaviours, and we will seek to gain a reputation locally, nationally and globally for being an inclusive university.

\*Picture caption: The YOU BELONG HERE project (2017-2018) 4ft x 4ft neon sign is the result of a collaborative participatory art endeavour by artist Asten Holmes-Elliott with Breakout Youth: Hampshire LGBTQI+ Support Charity, supported by John Hansard Gallery and Tate Artist Rooms.