Our journey towards inclusion

Draft vision for equality, diversity and inclusion:

"To create an inclusive University culture where students and staff are treated fairly and with respect; where they feel valued and have a sense of belonging. A culture where it is safe to speak up and to speak out, where students and staff feel empowered to grow and realise their full potential".

Strategic Plan 2017-22:

Our Vision

" We want each student during their time at the University to gain the skills, knowledge, insight and confidence to transform their own lives for the better"

Our Goals:

" To provide a breadth and richness of experience that enables all our students to reach their full potential".

" To provide teaching and support for learning of the highest quality".

Where have we come from?

- Largely reactive; driven by external mandates; focus on addressing 'problems'

- Value of diversity starts to be recognised; business case for diversity articulated; grass roots initiatives, largely stand alone and ad hoc, focus on raising awareness.

- Examples - Talis Lists; staff networks; celebration of key dates and festivals;

SUPPORT DISABILITY RIGHTS

EID MUBARAK!

NORTH TYNESIDE WOMENS VOICES

Where are we now at the University?

- *Transition point.*

- *More substantial change emerging; status quo is being questioned; we're seeing more visible senior leadership and barriers to inclusion are being discussed and addressed.*

1 - In conversation with .....

What the University is doing:

- **Taking action to decolonise teaching and learning.**

- **Schools and departments are required to set out their approach to promote equality, diversity and inclusion within their business plans.**

- **Job descriptions and person specifications will include an appropriate responsibility in relation to EDI when recruiting new staff.**

- **Equality, diversity and inclusion will be seamlessly integrated into staff training and development, creating multiple touch points to reinforce messages.**

- **On-line system established for staff to report incidents of inappropriate behaviour, including anonymously.**

- **Reciprocal Mentoring - creates space for black, Asian and ethnic minority student voice to enhance senior leaders level of understanding to inform their decision-making.**

- **Developing an Equality, Diversity and Inclusion Strategy.**

What You Can do?

- **Include an EDI objective within your SRD.**

- **Be aware of and understand your own biases. Stop-pause-reflect.**

- **Become more familiar with the unfamiliar; expose yourself to counter-stereotypical examples to help unlearn any biases.**

- **See colleagues and students as individuals; avoid stereotyping.**

- **Respect and harness the diversity within the University community.**

- **Challenge inappropriate language and behaviour; be an "Active Bystander".**

- **Engage in micro-affirmations.**

2 - Harold Wallace III : L.I.E - Learn. Implement. Embrace.

PEOPLE WILL FORGET
WHAT YOU SAID.
PEOPLE WILL FORGET
WHAT YOU DID.
BUT PEOPLE WILL
NEVER FORGET HOW
YOU MADE THEM FEEL.

Maya Angelou