

Our success indicators:

<u>Priority 1: Developing an inclusive culture</u>			
<u>Success indicators:</u>	<u>Targets:</u>	<u>Current:</u>	<u>Target:</u>
<p>The university actively discusses and debates our commitment to diversity enabling decision making to be considered within those contexts.</p> <p>Staff understand how to advance diversity, and evidence of discussion and action around equity is readily available.</p>	<p>Evidence of equality as a core component of our decision-making processes (IOA engagement and completion for new, and reviewed university policies, procedures and practices).</p> <p>Looking to find a measure suitable to demonstrate success in this area. Work required to establish and define metric, and suitable baseline.</p>	N/A	100%
	<p>[REDACTED]</p> <p>– optional NSS question).</p> <p>Compliance with UUK/OFS/ EHMC guidelines and recommendations.</p>	<p><b>Student</b> Ethnicity 6.6% Sex Orient. 24% (2019-20)</p> <p><b>Staff</b> Ethnicity 4.1% Sex Orient. 7.4% (Aug 2021)</p> <p>N/A</p>	<p><b>Student</b> Ethnicity 3.3% Sex Orient. 12%</p> <p><b>Staff</b> Ethnicity 3.5% Sex Orient. 5.4%</p> <p>100%</p>
<b>Strategic Objective</b>	<b>Activity</b>	<b>Timing</b>	<b>Owner</b>



3. To create a culture of inclusion and equity achieved through building understanding and celebrating diversity through equipping our staff and students with the tools and knowledge they require to further equity and inclusion.

	Allowance with BAME or undisclosed ethnicity. Increase number of Black Women Professors.	(Aug 2021) <5	>=5	
Strategic Objective	Activity	Timing		Owner
		Start	End	
1. To reduce inequity in student access and outcomes	To actively support the university and Access and Participation Plan Operational Group to address gaps in representation and outcomes through providing strategic and practical advice and guidance.	In progress	2025	APPOG
2. To significantly reduce the BAME awarding gap	To actively support staff through providing strategic and practical advice and guidance, and tools via Decolonising DMU and the Race Equality Charter to achieve this objective.	In progress	2023 (into BAU)	APPOG

3. To ensure our students see themselves reflected in our managers and senior staff through increasing the representation of BAME, disabled and female staff

	our objectives of the Athena SWAN and Race Equality Charters			
5. To ensure diversity in our research community, research interests and research informed teaching.	<p>Diversity considerations will be embedded within the Research and Innovation Strategy.</p> <p>Our curriculum will be developed to reflect the breadth of global epistemology.</p> <p>We will use our research to inform our approaches to tackling inequality and prejudice, both in practice and in academia.</p>	2022	2023	EDI/PVC Research
		Ongoing	Ongoing	PVC Education
		Ongoing	Ongoing	PVC Education