University of Birmingham

Equality, Diversity and Inclusion Scheme

2021 Priorities
Equality, Diversity and Inclusion Scheme 2021 Priorities

I am very pleased to present the University’s Equality, Diversity and Inclusion (EDI) priorities for 2021. These are the activities we are undertaking this year to support the University’s EDI Scheme 2021–24 and its objectives of:

- **Creating an inclusive environment:** developing a University community where everyone feels welcome, included and empowered to succeed
- **Dismantling barriers:** addressing the structural barriers faced by groups within the University in order to create more equitable outcomes
- **Integrating equality, diversity and inclusion:** issues and impacts are considered and addressed across our activities

In 2021, the Equality Change Programme will be gathering expertise from across the University to deliver key projects around staff recruitment, academic and campus services, family-friendly ways of working, career structures, individual development and creating a more inclusive campus. I am very much looking forward to working with colleagues to develop these important areas of activity.

In addition to this, we will be continuing with our programme of celebrating History Months, engaging with our student and staff networks and working across our Colleges to share and learn from the excellent good practice that is happening locally.

Promoting EDI is a continuous, evolving process. We will be adding to our activities throughout 2021 and reviewing and developing this action plan on an annual basis.

Professor Jo Duberley, DPVC Equalities
Equality Change Programme

The Equality Change Programme will integrate EDI issues into key areas of University activity. The six work streams have been tasked with implementing evidence-based actions to address structural barriers, support more equitable outcomes and develop an inclusive learning and working culture.

The work streams are:
- Recruitment, Selection and Induction
- Inclusive Environment
- Family-Friendly
- Career Structures
- Individual Development
- Academic Services and Campus Services

Each work stream is co-chaired by senior members of staff, with membership drawn from subject specialists, operational leads, academic experts and staff with a passion for making the University fair and inclusive.

The work streams will run for the duration of the current EDI Scheme and will have a particular focus on progressing key actions from our Advance HE Race Equality Charter in 2021.
Our objectives

**Inclusive environment:** developing a University community where everyone feels welcome, included and empowered to succeed.

Our priorities for 2021:
- A majority of advertised jobs are made open to flexible working as standard
- Guaranteed interviews for disabled applicants via our membership of Disability Confident
- Our family leave offering (maternity, adoption, parents and shared parental leave) and return to work arrangements are reviewed against the top quartile of the Russell Group
- Updating our online EDI training and developing race equality training
- Supporting staff experiencing domestic abuse
- Encouraging conversations around menopause
- Developing a Race Equality allies scheme and expanding our LGBTQ Allies scheme
- Becoming a Business Disability Forum member to work towards conducting a Disability Standard audit
- Expanding the new Student EDI Canvas course

**Dismantling barriers:** addressing the structural barriers faced by groups within the University in order to create more equitable outcomes.

Our priorities for 2021:
- Removing gendered wording from job adverts and job descriptions
- Implementing recruitment practices to end single-sex and all-white shortlists
- Integrating understanding of racial micro-aggressions, privilege and unconscious/implicit bias into our management competencies
- Developing the Speak Up campaign to raise students’ awareness on hate crime/hate incident support and reporting
- Tackling developmental barriers faced by students from lower socio-economic backgrounds
Integrating equality, diversity and inclusion: issues and impacts are considered and addressed across our activities.

Our priorities for 2021:

- Developing local responses to the EDI Scheme themes, building on the current Equality Leads network and the considerable work already taking place within Colleges
- Raising the profile and awareness of EDI activities through a new EDI section in *Buzz*
- Encouraging greater disclosure of personal characteristics, so we can better map and address impacts and outcomes across a wider range of protected characteristics
- Embedding EDI into the service delivery by Academic Services and Campus Services

Please visit the equality pages for more information about our Equality Scheme 2021–24, the Equality Change Programme and our current projects: [https://intranet.bham.ac.uk/equality](https://intranet.bham.ac.uk/equality)

Impact of Covid-19 on career progression

To ensure Covid-19 does not disproportionately disrupt career progression, promotions panels will consider and weight the impact of Covid-19 and other external factors on each application for promotion. Staff will be asked to include a description of how Covid has impacted on their research and other promotional factors as part of their application. This will continue for at least the next two years in order to mitigate the longer-term impacts of Covid on careers.