

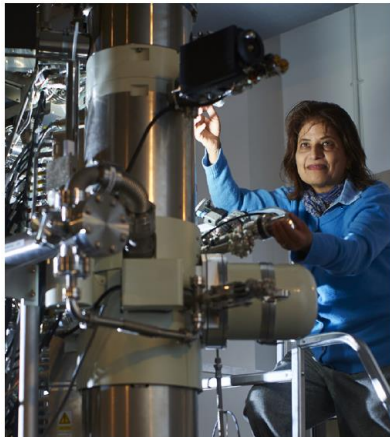
University of York
Equality, Diversity and Inclusion Strategy
2017-2022

Introduction

Founded on principles of excellence, equality and opportunity for all, the University of York is proud to create an environment that attracts the best staff and students from all over the world.

What we gain from our diverse communities is immeasurable.

We want all our staff and students to feel they are an integral part of the York community, and together we will create an inclusive culture where everyone can contribute to university life, knowledge and growth.



Our Equality, Diversity and Inclusion Vision

Being an international, research-led university relies on equality in participation, progression and success for all. We will create a working, learning, social and living environment that will enable all our staff and students to achieve their potential, whilst they experience and celebrate diverse cultures, knowledge and identities and are encouraged to make a positive contribution to the city, region and beyond.

Our commitment to Equality, Diversity and Inclusion

We will work together to create a university community where diversity is recognised, valued and celebrated. We will proactively advance equality and inclusive practice in our staff and student recruitment and admissions processes, in our research activity, in our teaching, within the campus environment and in the experiences we offer to our academic and professional services and the student community.

Our values and principles

As well as being integral to the University's strategic plan, our Equality, Diversity and Inclusion Strategy is underpinned by the belief that equality, diversity and inclusive practice enhances our University culture academically, intellectually and socially. To ensure this we will:

- demonstrate visible senior leadership on equality, diversity and inclusion matters
- ensure everyone understands their personal responsibility to promote equality and inclusive practice and remove any unfair barriers
- align and embed the Strategy to key University agendas, including: Research, Learning and Teaching; Student and Academic Services; Human Resources; Widening Participation; Internationalisation and the Together York declaration
- explore multi-layered experiences of disadvantage when addressing under-representation and barriers to achievement
- engage and involve our staff, students, networks and forums, Trade Unions, University of York's Students' Union (YUSU), Graduate Students' Association (GSA) and organisations within the city to develop our equality, diversity and inclusion initiatives
- ensure that our objectives and actions are led by our own ambitions, with an understanding that the achievement of external equality charter marks is a measure of success.

Equality, Diversity and Inclusion: Strategic Objectives

Objective 1: Embed equality into all aspects of University life

We will be an institution that will lead by example; we will raise awareness and promote equality in a way that informs our culture and practices, is inclusive and removes any form of less favourable treatment or harassment.

We will do this by:

- ensuring everyone understands their responsibilities to foster an inclusive learning, working and social environment and are aware of relevant good practice policies, guidance and support services
- ensuring diversity is reflected in our decision-making bodies and committees, and that they actively contribute to promoting equality and inclusive practice
- embedding structures and resources to support equality, diversity and inclusion activity within faculties, departments, colleges and professional services.

Objective 2: Attract, attain and succeed

We will attract, retain and develop a diverse university community and strive to ensure that everyone can attain and succeed to the best of their abilities.

We will do this by:

- proactively engaging and encouraging applications for academic, research, teaching, leadership and professional services roles where we know there is an under-representation at different levels; we will pursue this through our employment, career progression and leadership development opportunities
- ensuring we engage and inspire students from diverse backgrounds to apply to York, at undergraduate and postgraduate level, and making sure our admissions processes are fair and inclusive
- ensuring we monitor and address differences in degree outcomes and employment opportunities for our diverse student community, and promote equality in participation and progression.

Objective 3: Be flexible and adaptive to the needs of our diverse University community

We will support flexible ways of learning and working, ensuring excellence through inclusion.

We will do this by:

- ensuring an inclusive approach to the delivery of learning, teaching and assessment
- ensuring we embed inclusive practice to support research excellence
- ensuring we promote equality and inclusion within all our working policies and practices.

Objective 4: Adopt an inclusive campus approach

We will provide a learning, working, social and living environment which addresses the needs of our University community, which is accessible, safe and welcoming.

We will do this by:

- understanding the diverse composition and needs of our staff and students by creating an environment which encourages disclosure as well as collecting and analysing robust information
- ensuring accessibility and inclusive practices to accommodate the needs of our staff, students and visitors when considering our current campus and future developments
- committing to promoting a culture based on the principles of respect, dignity and inclusion for everyone.

What we mean by...

Equality	A fundamental part of a fair society in which everyone can have the best possible chance to succeed in life. (Discrimination Law Review)
Diversity	Recognising that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued. (Equality Challenge Unit)
Inclusion	The active creation of a learning, working and social environment that is welcoming, which recognises and celebrates difference and is reflected in structures, practices and attitudes. (University of York staff and student equality consultation feedback)

Our University community is made up of students and staff who are recruited locally, nationally and internationally. Many identities and experiences shape the diversity of our community including: gender and gender identity; ethnicity; culture and nationality; sexual orientation; physical, learning and mental health disabilities; having religious or other beliefs; age and combining career or study with caring responsibilities.

How will we make this happen?

In order to ensure that these key objectives are realised, we will implement and monitor detailed actions that will specify targets, timescales and responsibilities. These actions will not be static, but will be reported and reviewed annually by the University Equality, Diversity and Inclusion Committee to ensure they remain relevant.



Acknowledgement

We would like to thank members of the Equality, Diversity and Inclusion Committee, key University committees and forums, and all staff and students who have contributed to the development of our equality, diversity and inclusion mission and vision.

Accessibility

If you require information about our Equality, Diversity and Inclusion Strategy in alternative formats (for example, braille, large print or audio), please contact the Equality and Diversity Office.



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