

INSTITUTIONAL EQUALITY, DIVERSITY AND INCLUSION (EDI) PLAN

At a glance

OU mission: To be open to people, places, methods and ideas.

Equity Strategic Goal: Equity, greater diversity at all levels, and inclusion in every aspect of how we work and what we achieve.

OU values: Inclusive, innovative, responsive

What are our priorities?

Leadership and governance



Culture change



Staff Networks



EDI data and reporting



Teaching and learning



The staff experience



The student experience



Research, scholarship and knowledge exchange



How will we deliver EDI?

Commitment to evidence-led processes

Change driven by reliable and accurate data.
Regularly monitored and evaluated

Communication with staff and students

Open in all directions.
Listening to and understanding the lived experiences of others

Accountability for our actions

Clear, consistent and achievable actions.
Accountability for specific objectives

INSTITUTIONAL EDI PLAN

At a glance

What are our objectives?

Leadership and governance



- Demonstrate inclusive practice
- Drive diversity and representation
- Strive for an equitable experience

Culture change



- Embed Report + Support across the OU
- Develop and deliver an Allyship programme
- Align to OU values: inclusive, innovative, responsive
- Engage in effective Equality Impact Assessments
- Communicate EDI to build engagement

Staff Networks



- Establish a consultation and engagement mechanism
- Provide increased support for Network Leads
- Increase visibility

EDI data and reporting



- Establish an EDI focused survey
- Improve data monitoring
- Improve data guidance
- Distribute candidate experience survey (recruitment and selection)

Teaching and learning



- Provide an anti-racist, intersectional, inclusive curriculum
- Embed accessibility by design
- Integrate diverse student voices

The staff experience



- Drive fair recruitment and selection
- Raise awareness of EDI behaviours
- Implement a career progression framework
- Address gender, ethnicity and disability pay gaps
- Support staff development
- Offer exit interviews
- Diversify committee membership

The student experience



- Improve outcomes for all students
- Reduce inequalities in Access, Participation and Success
- Promote the value of the student voice and student satisfaction
- Acknowledge and commit to reducing degree awarding gaps
- Drive an equitable student experience from recruitment to awarding

Research, scholarship and knowledge exchange



- Ensure fair and appropriate decision-making processes
- Foster a diverse and inclusive culture in all academic activities
- Value and promote all institutional activity