INSTITUTIONAL 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?

<table>
<thead>
<tr>
<th>Leadership and governance</th>
<th>Culture change</th>
<th>Staff Networks</th>
<th>EDI data and reporting</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="Image" alt="People" /></td>
<td><img src="Image" alt="Gear" /></td>
<td><img src="Image" alt="Network" /></td>
<td><img src="Image" alt="Bar Graph" /></td>
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<tr>
<th>Learning and teaching</th>
<th>The staff experience</th>
<th>The student experience</th>
<th>Research, scholarship and knowledge exchange</th>
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<td><img src="Image" alt="Teach" /></td>
<td><img src="Image" alt="Group" /></td>
<td><img src="Image" alt="Graduation Cap" /></td>
<td><img src="Image" alt="Books" /></td>
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### How will we deliver EDI?

<table>
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<th>Commitment to evidence-led processes</th>
<th>Communication to staff and students</th>
<th>Accountability for our actions</th>
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<td>Change driven by reliable and accurate data. Regularly monitored and evaluated.</td>
<td>Open in all directions. Listening to and understanding the lived experiences of others</td>
<td>Clear, consistent and achievable actions. Accountability for specific objectives.</td>
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</tbody>
</table>
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At a glance

What are our objectives?

**Leadership and governance**
- Demonstrate inclusive practice
- Drive diversity and representation
- Ensure an equitable experience

**Culture change**
- Tackle bullying and harassment
- Develop and deliver an Allyship programme
- Align to OU values: inclusive, innovative, responsive
- Manage equality impact assessments

**Staff Networks**
- Establish a consultation and engagement mechanism
- Provide increased support for networks/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)

**Learning and teaching**
- Improve outcomes for all students
- Provide an anti-racist, intersectional, inclusive curriculum
- Promote accessibility by design

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

**The student experience**
- Reduce inequalities in Access, Participation and Success
- Promote the value of the student voice
- Promote student satisfaction

**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