

# 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?

Leadership and  
governance



Culture  
change



Staff  
Networks



EDI data and  
reporting



Learning and  
teaching



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 to  
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.

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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