

About EDI

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WHAT IS EDI

Equality – ensuring everyone has fair access and opportunity.

Diversity – recognising and valuing different backgrounds, perspectives, and experiences.

Inclusion – creating an environment where everyone feels respected and supported.

CHALLENGES

- *Low representation of women and minorities in senior roles.
- *Hidden barriers: bias in assessment, lab culture, or recruitment.
- *Accessibility for students with disabilities.
- *Limited role models and mentors.

ATHENA SWAN

The Athena Swan Charter is a framework for higher education institutions to recognize their commitment to advancing gender equality.

Originally focused on women in science, technology, engineering, mathematics, and medicine (STEMM), it now addresses gender equality more broadly across all disciplines and for all staff and students.

Institutions can earn awards at Bronze, Silver, and Gold levels after a detailed self-assessment and are expected to have policies, practices, and action plans in place to tackle inequalities.

REC

Race Equality Charter (REC) aims to help universities and research institutes in their work to improve the representation, progression and success of Black, Asian and minority ethnic people in higher education.

PROGRESS AND GOOD PRACTICE

- *Athena SWAN and departmental EDI committees.
- *Inclusive teaching methods and diverse curricula. EDI Internships.
- *Events (WONDERS, Celebrating Success, IWGS, LivWiSE)
- *Mentoring and outreach programs. Role models and EDI Posters.
- *Gender-neutral facilities and flexible working.
- *Wellbeing!

HOW EVERYONE CAN CONTRIBUTE

- Challenge stereotypes and bias
- Use inclusive language
- Support peers and colleagues
- Join a committee!