



UNIVERSITY OF
LEICESTER

www.le.ac.uk



Equity, Diversity and Inclusion Strategy

2023-2028



Our context – University Strategy: Shaping our Second Century

Equity, diversity and inclusion (EDI) is fundamental to the vision and mission of the University of Leicester. Our ten-year strategy, Shaping our Second Century, places EDI at the heart of who we are, our commitments and how we will achieve these. Our university strategy details:

Our vision

“We will provide inspiring education and research working in partnership with our communities to become a truly inclusive university.”

Our mission

“Diverse in our make-up and united in our ambition we change lives through education and research.”

Our guiding principles

One of our four guiding principles that will be used to inform our decision-making is *“equality and diversity”*.

Our values

One of our three university values is *“Inclusive – we are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger”*.





Our EDI strategy 2023-2028 – vision and direction

This five-year EDI strategy supports the delivery and achievement of the University Strategy and our vision to be a truly inclusive university where all members of our community feel valued, have a strong sense of belonging and can thrive to reach their full potential.

We will do this by creating and maintaining a study, work and research environment characterised by dignity and respect, with transparent decision making and where everyone is treated in a fair and equitable way. We will effect change to challenge structural inequities and value and celebrate the diversity of our university and local community.

We are a university that believes that every member of our community

is accountable for their role and responsibility to shape and determine our culture and environment. We have a collective responsibility to deliver on our ambitious strategic EDI aims and this will only be possible if our community works together to achieve this.



Equity, diversity and inclusion

Equity

Providing access, opportunities and resources for all to thrive and achieve an equal outcome, especially for those who have been historically disadvantaged, marginalised and under-represented.

Diversity

Recognising, respecting and valuing people's differences.

Inclusion

Where everyone feels that they belong, are welcomed, valued and respected for who they are and are able to participate and achieve their full potential.





Our strategic aims

This Equity, Diversity and Inclusion (EDI) strategy sets out how we will achieve our strong commitment to be a truly inclusive university, through six inter-connected strategic aims:

Strategic Aim 1

Equity and inclusivity in all that we do – we will integrate and embed principles and practices of EDI into the life of the University in how we operate, design and deliver all we do. We will identify and dismantle institutional structural barriers to ensure equitable outcomes for all members of our community. We will build genuine EDI organisational capability by developing a portfolio of inclusivity related learning and development opportunities and aligned resources for staff and students to build individual and team competency in EDI. We will empower and equip our community to be active Inclusive Citizens of Change.

Strategic Aim 2

Valuing and building our diversity – we will enhance our student and staff experience, valuing a diversity of perspectives, ideas and lived experiences. We will value experts by experience – our staff and students, including our international students, and our local community. We will seek to build greater staff diversity, including at senior levels, to live our values and enable an inclusive, inspiring and impactful offer. Diversity supports broad learning and creativity, increased engagement, retention and success, and genuine belonging.

Strategic Aim 3

Culture and behaviours – we will ensure a culture of inclusion, dignity and respect that is free from discrimination, harassment, hate incidents, bullying and any other form of unacceptable behaviour. We will build a culture that is actively anti-discriminatory and welcoming and supportive of all.

Strategic Aim 4

Voices and evidence – we will take an evidence-based approach to EDI, using qualitative and quantitative data to inform the decisions we make and the actions we take. We will listen to the voices of our university community, to understand diverse student, staff and other stakeholder lived experiences and respond with targeted action to advance equity and inclusion at the University.

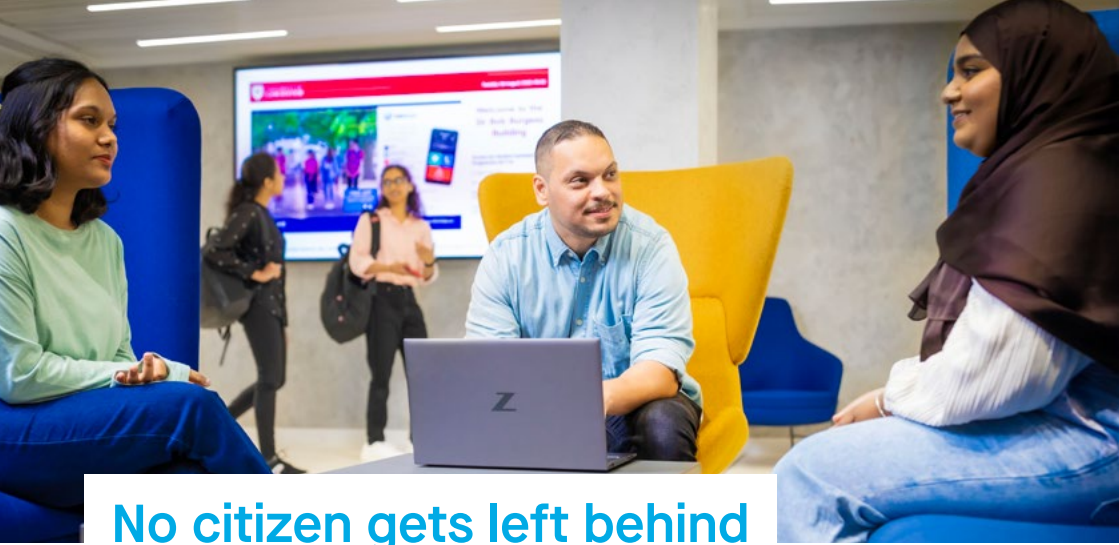
Strategic Aim 5

External benchmarks and measures – we will continually review and assess the progress we are making in relation to inclusivity and advancing equity, including by benchmarking and measuring ourselves against relevant EDI charters.

Strategic Aim 6

We will be strongly intersectional in our work, recognising the reality and impact of overlapping social systems of disadvantage and privilege. We will also continue to highlight and focus on those areas and aspects of human identity where we know persistent disadvantage and barriers exist – including disability, ethnicity, gender, LGBT+, faith and socio-economic equity and inclusion.





No citizen gets left behind

We are committed to fostering a learning, research and work environment where diversity is celebrated, ensuring that no member of our community is disadvantaged, excluded or harassed on the grounds of any aspect of their identity. We will challenge ourselves to achieve this, by being candid and transparent in exposing barriers which exist, and being proactive in engaging with our communities to address these. We will support and take action when members of our community are subject to unacceptable behaviours, including hostile responses, relating to their identity and/or academic or professional activity.

We won't shy away from difficult conversations regarding any aspect of human identity. We recognise that difficult conversations do and should take place through our teaching, research and wider university community events. We will have such difficult conversations with sensitivity and will hold ourselves to account

by facing challenges with integrity and accountability, to build a strong, inclusive and open community.

We recognise the key role that freedom of expression plays in a democratic society and the importance of academic freedom in our university context. All such freedoms must, however, operate fully within our legislative framework, in respect of discrimination, harassment and hate, as detailed in our Dignity and Respect at Leicester Framework.





UNIVERSITY OF
LEICESTER

www.le.ac.uk

Equity, Diversity and Inclusion

University of Leicester

University Road

Leicester, LE1 7RH, UK

e: equalities@leicester.ac.uk

w: www.le.ac.uk



[/uniofleicester](https://www.facebook.com/uniofleicester)



[uniofleicester](https://www.instagram.com/uniofleicester)



[@uniofleicester](https://twitter.com/uniofleicester)