

Our success indicators:

Priority 1: Developing an inclusive culture				
Success indicators:	Targets:	Current:	Target:	
The university actively discusses and debates our commitment to diversity enabling decision making to be considered within those contexts.	Evidence of equality as a core component of our decision-making processes (IOA engagement and completion for new, and reviewed university policies, procedures and practices).	N/A	100%	
Staff understand how to advance diversity, and evidence of discussion and action around equity is readily available.	<i>Looking to find a measure suitable to demonstrate success in this area. Work required to establish and define metric, and suitable baseline.</i>			
Staff and students feel safe and secure to express their identities on campus.	Reduction in percentage of Information refused or not known (<i>Interim measure until student sentiment can be measured – optional NSS question</i>). Compliance with UUK/OfS/ EHMC guidelines and recommendations.	Student Ethnicity 6.6% Sex Orien. 24% (2019-20) Staff Ethnicity 4.1% Sex Orien. 7.4% (Aug 2021) N/A	Student Ethnicity 3.3% Sex Orien. 12% Staff Ethnicity 3.5% Sex Orien. 5.4% 100%	
Strategic Objective	Activity	Timing		Owner
		Start	End	

1. To ensure that we exceed our legal duties and pay due regard to improving outcomes and experiences for our diverse staff and students. An integral part of that commitment is ensuring that we take account of the lived experience of staff and students at DMU in all the decisions and actions that we take.	To ensure that the Improving Outcome Process is developed to meet the university's needs, and to be fully embedded (100% uptake) across the university.	Jan 2022	Dec 2022	EDI
	To create mechanisms through which minoritised staff voices and experiences can be represented in our decision-making forums.	Jan 2022	Aug 2022 (est. BAU onwards)	EDI
2. To ensure that staff and students understand and reflect the positive behaviours expected of them and that all staff and students treat each other with dignity and respect.	We will define the behaviours expected of our students enabling inappropriate behaviour to be challenged and addressed.	Feb 2022	Aug 2022	EDI / SAAS
	We will ensure the underpinning behaviours developed as part of our organisational values for staff reflect our missions for diversity.	Dec 2021	March 2022	POD
	We will review and update reporting and supporting processes that deal with staff behaviours.	July 2022	March 2023	POD
	Ensure staff recognition processes champion our culture and behaviours.	Jan 2022	Sept. 2022	POD
	We will actively engage with and measure our progress against national advice and guidelines set out UUK, the OfS and the Equality and Human Rights Commission.	Annual	Annual	EDI/POD/ SAAS

3. To create a culture of inclusion and equity achieved through building understanding and celebrating diversity through equipping our staff and students with the tools and knowledge they require to further equity and inclusion.	We will build a bank of resources and training to support the development of skills and knowledge required to advance equity and inclusion.	Jan 2022	Ongoing	EDI
	We will ensure job descriptions reflect expectations of staff around diversity and inclusion	April 2022	May 2022	EDI / POD
	We will champion, promote and celebrate the diversity of our students and staff	Jan 2022	Yearly	EDI
Priority 2: Enabling equity and fairness for all				
Success indicators:	Targets:	Current:	Target:	
Students achievement is based on merit, not on background or personal identity.	Awarding gaps are significantly reduced for Black, Asian and Minority Ethnic students.	13.8% (2019-20)	0%	
Better staff representation is visible at all levels of the university through internal promotions and external recruitment.	Increased representation of staff diversity at Senior Staff* <i>(*Currently max staff, ambition to increase to G/H/I).</i> With a corresponding reduction in pay gaps.	Female 40.0% Disability 3.9% BAME 20.0% LGTBQ+ 0.6% (Aug 2021) Gender 10.8% Ethnicity 2.9% (2020)	Female 54.0% Disability 6.7% BAME 21.3% LGTBQ+ 1.3% Gender 0% Ethnicity 0%	
Increased diversity in our research community, research interests and PGR student pipeline.	Increased proportions of diverse PGR students enrolling*. <i>(*Ambition is to measure the diversity of completions in the future)</i> Proportion of staff successful in achieving Staff Innovation	BAME 55.4% Female 48.5% (Aug 2021) 42.3%	BAME 55.4% Female 54% 47%	

	Allowance with BAME or undisclosed ethnicity. Increase number of Black Women Professors.	(Aug 2021) <5	>=5	
Strategic Objective	Activity	Timing		Owner
		Start	End	
1. To reduce inequity in student access and outcomes	To actively support the university and Access and Participation Plan Operational Group to address gaps in representation and outcomes through providing strategic and practical advice and guidance.	In progress	2025	APPOG
2. To significantly reduce the BAME awarding gap	To actively support staff through providing strategic and practical advice and guidance, and tools via Decolonising DMU and the Race Equality Charter to achieve this objective.	In progress	2023 (into BAU)	APPOG
3. To ensure our students see themselves reflected in our managers and senior staff through increasing the representation of BAME, disabled and female staff managers and leaders at DMU.	We will recognise the talent in our diverse staff body, and positively support this talent through training and development. We will continue to review our recruitment and promotions processes to encourage diversity in applications and deliver equitable outcomes across all characteristic groups.	Aug 2022	2023 (into BAU)	EDI/POD
		July 2022	2023 (monitoring ongoing)	POD/PVC Academic Development/EDI
4. We will address the gender and race pay gaps, and seek to significantly reduce them over the lifetime of this plan.	We will set up a task force to understand and develop actions to address the pay gap and associated staff development and progression for those staff demographics under-represented at senior levels. We will also tie this to	Feb 2023	Dec 2023	POD/EDI

	our objectives of the Athena SWAN and Race Equality Charters			
5. To ensure diversity in our research community, research interests and research informed teaching.	<p>Diversity considerations will be embedded within the Research and Innovation Strategy.</p> <p>Our curriculum will be developed to reflect the breadth of global epistemology.</p> <p>We will use our research to inform our approaches to tackling inequality and prejudice, both in practice and in academia.</p>	2022	2023	EDI/PVC Research
		Ongoing	Ongoing	PVC Education
		Ongoing	Ongoing	PVC Education