



# DMUfreedom

Equality and Diversity Charter 2016–2020



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# A proud declaration

**This is DMUfreedom, a clear declaration of our commitment to equality and diversity.**

Rooted in a culturally vibrant city, we know that we are strengthened and supported by our local community, as well as by our students, staff and partners, each with distinctive identities, from a spectrum of cultures and backgrounds. In turn, the support we can offer others helps to overcome obstacles, fosters ambition, and encourages all to contribute positively to our society.

Recently, DMU has been recognised for our work in equality and diversity. We have risen in the prestigious Stonewall Top 100 Employers league table; were commended by the Quality Assurance Agency in our 2015 Higher Education Review; and became one of the first UK universities to receive the Race Equality Charter Bronze Award. However, there is much work left to do.

DMUfreedom places our approach to inclusivity at the heart of everything we do at our university. This charter is not a rulebook. Rather, it is a guide and an encouragement to act boldly, to explore intellectually, and to challenge conventional norms and prejudice, for the good of all.

**Professor Dominic Shellard**  
Vice-Chancellor



# DMUfreedom

DMUfreedom is our new equality and diversity charter, built on our strong reputation for positive action and our conviction we can and should lead on fairness and inclusion in the higher education sector.

It is a commitment to continue cultivating an environment in which staff, students and partners have freedom: freedom to be, freedom to inspire and freedom to succeed.







## Freedom to be...

... **ourselves** in a supportive environment that allows us space to explore our personal identity.

... **proud** of our achievements, and to have the time to learn from them.

... **confident** that our decisions are based on a thoughtful consideration of our options.

## Freedom to inspire...

... **creativity**, unbound by convention, that increases knowledge.

... **communities**, by supporting their educational, social and economic growth.

... **open minds** by removing barriers that constrict personal, professional and academic growth.







# Freedom to succeed...

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... **academically**, in an environment pushing boundaries and where ambition is encouraged.

... **personally**, through inspiring leadership that understands and respects aspiration.

... **professionally**, by sharing in knowledge and connections that shape skills and expertise.



# Game-changers

**We will use nine game-changers to make our charter a force for good both on and beyond our campus. These will help us challenge convention where it constrains genuine progress. We will...**

... challenge convention, with a series of thought-provoking projects and events.

... support and challenge our community leaders, local businesses, sports and cultural partners to become community change makers and ambassadors for inclusion.

... ensure all our teaching and learning is increasingly accessible and inclusive.

... embed the principles of the #NoBystanders campaign to end bullying and discrimination.

... harness the collective knowledge and experience of our students and staff through a regular 'parliament' to tackle the issues that affect us all.

... recruit and empower DMU staff and student change makers to champion DMUfreedom at institutional and local levels.

... train students so that they can be included in the recruitment of senior student centric staff roles and be part of employing a diverse, professional, talented and skilled workforce at DMU.

... take action to ensure that staff development opportunities are inclusive.

... offer all students skilled and inclusive academic support through their personal tutors.







# Equality objectives

- Take actions that close diversity-related gaps in student and staff retention, progression and attainment
- Strive to be in the top quartile of the higher education sector, as measured by relevant diversity charters and audits
- Ensure each staff member has at least one objective in their MAX/MyAppraisal, in the period 2016-2020, which explicitly supports the university's equality, diversity and inclusion ambitions





**Above:** University Chancellor, the Baroness Lawrence of Clarendon OBE, signing up to Stonewall's No Bystanders campaign

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