

Our People

**Equality, Diversity and Inclusion Annual Report (2021/22)
and ambitions and targets moving forward**

July 2022

2030 vision for an Equitable, Diverse and Inclusive Exeter

See

- I see diversity in leadership across the faculties and divisions
- My colleagues and I reflect the diversity of our student community
- I attend meetings where people look like me or share my lived experiences

Feel

- I feel like I belong and my voice is heard
- The campus and my workspace shows representations of my lives experience
- I feel that the systems and processes of the university support my needs
- I feel safe to speak out and call out harassment and inappropriate behaviour

Achieve

- We achieve excellence and Recognition through evidence based accreditations and charters
- There is no disparity between my experience and my peers
- I am supported to thrive in my career with the university and fulfil my potential



“We are a University where people are empowered, able to speak out and feel like they belong.

A university that is culturally competent, led by diverse voices and strives for social justice in and through everything that we do.”

Contributing to a Diverse and Inclusive Exeter – 2030 AMBITION

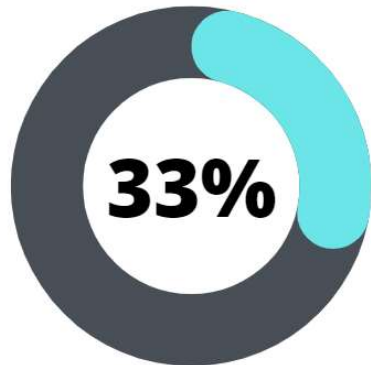
- Representation across all levels, particularly senior leadership
- Positive Experiences for All
- Equity in Promotions and Progression
- Significantly reducing disparity
- Trust and Openness
- Culturally Competent and Compassionate processes and systems
- Appropriate data sets and measures to track progress
- Whilst these measures and ambitions focus on staff, the wider EDI priorities focus on the whole community



Contributing to a Diverse and Inclusive Exeter – Gaps in Representation



Less than 0.9% of our colleagues are Black
No BAME* representation on the University Executive



33% of our Profs are female,
1% are Black but Zero Black Female Professors



Whilst we attract a diverse group of applicants, this diversity doesn't sustain throughout the pipeline



Lack of representation and disclosure for characteristics like disability and sexual orientation limit us in getting faculty/divisional trends



With the exception of Gender, diversity at higher grades remains low

"If I speak out, they're just going to label me as an angry black woman."

"I gathered a lot of strength and ticked the disability box on the application. I was shocked when I was granted an interview."

"I've had difficulty relating to others in my previous jobs due to the lack of diversity, particularly my old catering job which was almost exclusively white. Being Asian, neurodivergent and bisexual only made me feel more isolated and miserable."

"There is often a pressure on LGBTQ+ people to shrink our humanity and depth and breadth of our experiences into something educational, scandalous, easy to accept or otherwise marketable."

“

Sometimes we do not want to have to ask for these things, for fear of feeling awkward or overly needy. It would be nice to be offered this option without having to ask

”

Contributing to a Diverse and Inclusive Exeter – Gaps in Experience

Contributing to a Diverse and Inclusive Exeter

We need to understand colleagues' experiences better, and will be doing so through our culture index

Recruitment

We attract limited diversity due to our geographical location for certain roles – we have begun to overcome this through hybrid opportunities

Where we do attract diverse pools of applicants, the bias in our process doesn't support their appointment

Our challenge is not limited to recruitment, staff from underrepresented groups also have low retention rates

Pipeline

The pipeline for Black and Black female professors is impacted by the lack of representation in PhD cohorts

Disproportionate number of BAME staff are on fixed-term contracts

Need for targeted schemes for the progression of Women and Black, Asian and Minority ethnic colleagues

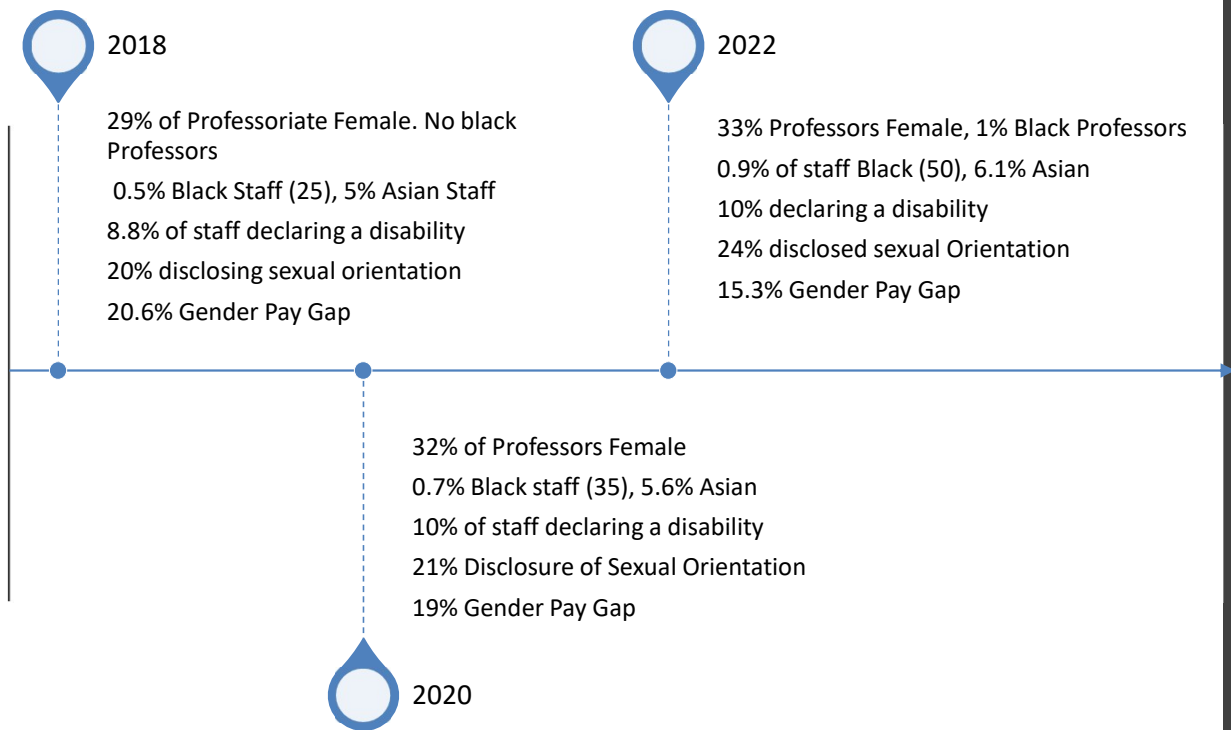
Factors influencing employee experience

Lack of diverse representation in the University and the city

Incidents of discrimination/ harassment faced on-campus and within the local area

Increased instances of underrepresented groups being targeted due to ongoing political rhetoric

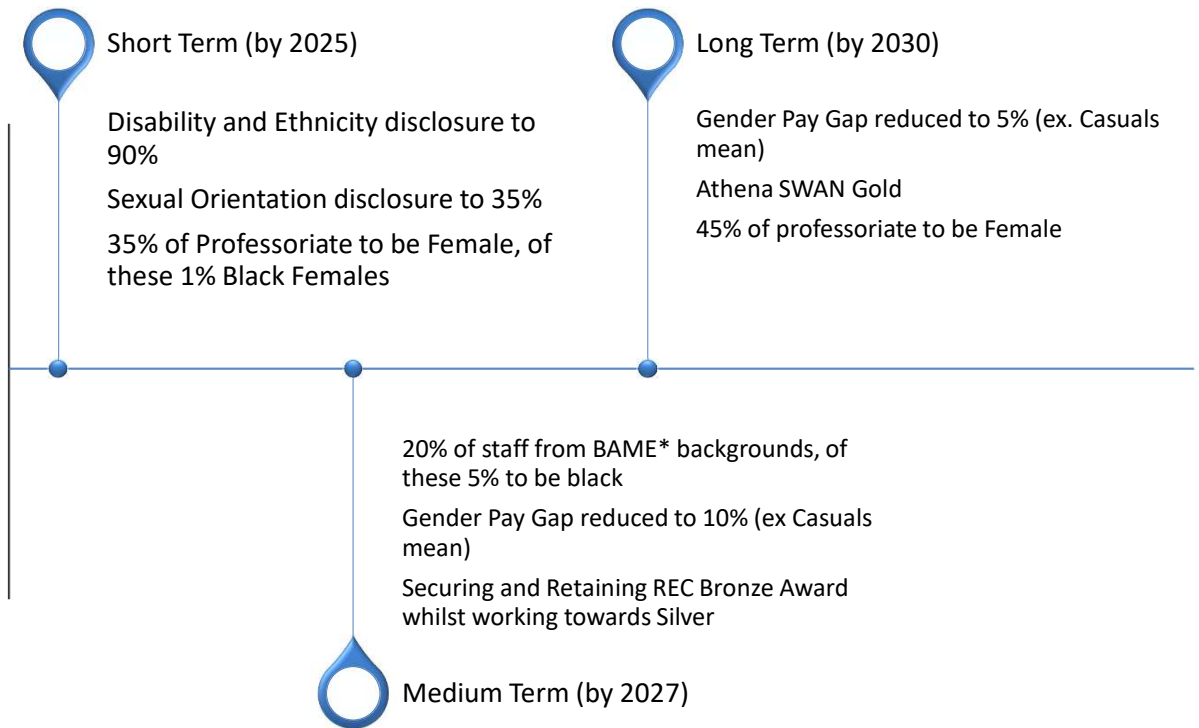
Where we've been



Key Actions to Guide Progress

- Review of our recruitment processes to eliminate bias and ensure consistent application
- Termly review of promotions by demographic
- Investigate gender/ethnic inequalities affecting our adhoc/claims worker population
- Remuneration and support for staff involved in EDI work
- Deploy targeted positive action schemes e.g. *guaranteed interview or PhD studentships* to create a pipeline for diverse leadership
- Encourage disclosure and enhance reach through community partnerships.

Proposed Measures of Change



To be broken down to faculty and division levels as well