

## School of Veterinary Medicine and Science (University of Nottingham)

### EDI Governance

#### EDI committee

- A. School SVMS strategy that aligns with Faculty EDI strategy that aligns with the University EDI strategic delivery plan
- B. EDI committee meets 6 times/ year with all the above attending
- C. Faculty group meets 6 times /year
- D. EDI SVMS fund for EDI activities
- E. Two monthly email /newsletter all staff and students – EDI update
- F. Anonymous feed back form
- G. Athena SWAN BRONZE status for School and University Athena SWAN SILVER and now Race Equality charter BRONZE awarded 2021

#### Students:

- A. Student staff EDI group that has representation from various student bodies (BVEDS, Guild, Societies as well School Area champions meet 5 times a year, chaired by EDI Director, join organisation of events e.g Black History month and well initiatives
- B. EDI induction for students
- C. EDI compulsory training (bystander) when they start
- D. EDI modules – inclusive curriculum development ongoing
- E. Joint work on enhancing diversity and improving visibility

- F. Joint celebratory month events
- G. Reporting Guidance developed for Bullying and Harassment at EMS and Host letter
- H. New Report and support system

**Staff:**

- A. Athena SWAN action plan for Gender
- B. Race equality Charter Bronze Action plan initiatives linked to University
- C. Staff meeting updates (monthly)
- D. Compulsory training for staff: EDI, unconscious bias and Bystander training
- E. EDI conversation for Line managers and EDI goals for appraisal
- F. Anonymous recruitment for APM and TS roles
- G. EDI induction for New starters
- H. EDI guidance for tutors
- I. Diverse panels for recruitment and promotion
- J. EDI targets set by Faculty on diversity and inclusion
- K. Disability passport and reasonable adjustments

**Accountability and Transparency:**

1. "You said we did"
2. Co-production of initiatives
3. Sharing data and action plans – transparency
4. Inclusive meeting practices guidance for committees
5. D and I Target reporting and sharing
6. Forums with leadership team from School and Faculty