

Equality and Diversity for Students

An introduction to equality, diversity and inclusion

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What is EDI?

Equality: associated with the elimination of unlawful and unfair discrimination against particular groups.

Equality = a state of being equal.

Diversity: based upon the concept of recognizing, respecting and valuing difference.

Inclusion: about creating and promoting an environment welcoming to everyone.

Equality protects us all...

Diversity reflects us all...

Equality



The assumption is that everyone benefits from the same supports. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

The 9 Protected Characteristics



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| <p>Age</p> <p>This refers to a person belonging to a particular age (e.g. 50 year old) or range of ages (e.g. 18 to 30 year old). Age includes treating someone less favourably for reasons relating to their age (whether young or old).</p>  | <p>Disability</p> <p>A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.</p>  | <p>Gender Reassignment</p> <p>The process of transitioning from one gender to another.</p> <p>Gender Identity refers the way an individual identifies with their own gender, e.g. as being either a man or a woman, or in some cases being neither, which can be different from biological sex.</p>  |
| <p>Marriage and Civil Partnership</p> <p>Marriage can be defined as a formal union between two people (same-sex or different-sex persons) as recognised by law. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.</p>  | <p>Pregnancy and Maternity</p> <p>Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. Protection against maternity discrimination is for 26 weeks after giving birth. This includes treating a woman unfavourably because she is breastfeeding.</p>  | <p>Race</p> <p>Race refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins.</p>  |
| <p>Religion and Belief</p> <p>Religion has the meaning usually given to it but belief includes religious convictions and beliefs including philosophical belief and lack of belief. Generally, a belief should affect your life choices or the way you live, for it to be included in the definition.</p>  | <p>Sex (Gender)</p> <p>A man or a woman.</p>  <p>Treating a man or woman less favourably for reasons relating to their sex.</p> | <p>Sexual Orientation</p> <p>A person's sexual attraction towards their own sex, the opposite sex or more than one sex.</p>  |

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Who does the law protect?

There are 9 protected characteristics specified under the Equality Act 2010

Unconscious Bias

- Everyone has biases - some are of a subconscious nature
- Filters through to how we view, interpret and treat other people

[Royal Society Video](#)

- Try to increase awareness of yours – take practical action
- Not to be used as an excuse for inappropriate action!

Micro-inequities

- Small, ephemeral behaviours that are hard-to-prove and frequently unrecognized by the perpetrator
 - Interrupting a person particularly if you don't do it with others
 - Repeating what someone has else has just said in a meeting as if it was your own idea
 - Managers encouraging some colleagues in their work but not others whose achievements are equally relevant
 - Conducting meetings or work social events in environments that would automatically exclude some colleagues
- They have a cumulative effect that is often serious and harmful to the work environment

Our Culture and Values

We are committed to equal pay, treatment and opportunity, to supporting diversity and creating an open and inclusive community.

Research funding bodies

- They are increasingly scrutinising our research culture and environment
- They are interested in the efforts a specific research group is making to create an inclusive working environment
- Some require us to report any proven cases of harassment/bullying within the research group

[Royal Society Video – Group Decision Making](#)

What are some of the benefits for students?

- Not to be disadvantaged or experience negative behaviour for a reason relating to your protected characteristic
- To study/live in an environment that allows you to 'be yourself' and be open about your identity and needs
- To be better prepared for employment
- Recognise harassment / bullying and understand how to raise issues or support others

What you can do

- You are our future leaders in science and business
- Recognise when you find yourself in a position of power or influence
- Educate yourselves and others on your biases
- Call out discrimination – this does not need to be an aggressive or defensive action

Freedom of Speech and Academic Freedom

- Universities have a legal duty to proactively promote and protect Freedom of speech
- This allows for lawful, legitimate criticism or debate of issues, ideas and materials for academic purposes.
- However those exercising freedom of speech must not breach other laws for example relating to harassment and incitement to hatred in the way ideas are delivered.

Equality does matter.....

Consider what equality means to you

Treat everyone with fairness and aim to be non-judgemental and respectful



Work together, share ownership and responsibility for implementing equality