

## Initiatives to change culture

- I. The appointment of our first Pro-Vice-Chancellor (Equality, Diversity and Inclusion (EDI)), Dr Shaid Mahmood, who will take up post in February 2022. His top priorities will be to drive forward our wide-ranging programme of work to support gender equality, attracting and retaining a diverse community of staff and students, including from BAME and disabled communities, and to further embed a culture of respect and inclusivity across the University. <https://www.durham.ac.uk/news-events/latest-news/2021/10/pvc-edi/>
- II. Programmes to widen access and representation, including initiatives to support UK Black student representation, and progress we have made this year on our Low Participation Neighbourhood (LPN) admissions statistics. <https://www.durham.ac.uk/visit-us/schools/access-engagement/step/>  
<https://sites.durham.ac.uk/studentblog/how-the-santander-scholarship-helped-me/>  
<https://sites.durham.ac.uk/studentblog/from-summer-school-to-university/>  
<https://sites.durham.ac.uk/studentblog/my-durham-journey-from-a-sutton-trust-summer-school-to-graduate/>
- III. The launch of our Levelling Up: Aspire Higher programme in Spring 2021. Our University experts tutor and mentor students who are traditionally underrepresented in Higher Education STEM subjects, as they study towards A-Levels and apply to university. <https://www.durham.ac.uk/departments/academic/physics/research/levelling-up/eligibility-criteria/>
- IV. Our latest Access and Participation Plan, which is by far the boldest yet with demanding targets that we aim to meet. <https://www.dur.ac.uk/about/strategy2020/other/access/>
- V. The number of scholarships and bursaries we offer, including the *Durham Inspired - North East Scholarships* that have been specifically designed to support exceptional young people from across the North East of England to fulfil their potential at Durham, regardless of their financial means. <https://www.durham.ac.uk/news-events/latest-news/2021/10/durham-inspired-north-east-scholarships/>
- VI. Our further commitment to racial equality through our work on the Race Equality Charter. A REC Self-Assessment Team (SAT) comprising of students and staff members was formed to lead this important work. Since its formation, the REC SAT has been developing initiatives and solutions for action, and plan to apply for a Bronze REC award in February 2022. [www.durham.ac.uk/about-us/professional-services/equality-diversity-inclusion/strategy/race-equality/](http://www.durham.ac.uk/about-us/professional-services/equality-diversity-inclusion/strategy/race-equality/)
- VII. Our ongoing pan-university programme of work on Respect, including significant investment into EDI training, and a new inclusive leadership programme with Advance HE. [www.durham.ac.uk/respect/](http://www.durham.ac.uk/respect/)

- VIII. Our progressive and sector leading approach to handling and tackling sexual misconduct and sexual violence at the University, including proactive encouragement of reporting incidents through our Report + Support Tool <https://reportandsupport.durham.ac.uk> Also see: [Sexual Misconduct & Violence: Prevention and Response - Durham University](#)