**EDI Strategic Framework Aims & Objectives**

|  |  |
| --- | --- |
| **Strategic Aim EDI1** | **Embed a culture of inclusion and inclusive leadership across the organisation** |
| Objective EDI1.1 | Clearly communicate DU’s expectations of respectful behaviour to staff and students, with proactive early intervention and prompt action to address matters in line with our culture, values and purpose |
| Objective EDI1.2 | Create a culture of safe, inclusive, respectful debate |
| Objective EDI1.3 | Continue to grow capability, capacity and confidence of leaders to lead inclusively and by example |
| **Strategic Aim EDI2** | **Enhance the diversity of, and equality of opportunities for, our staff and student communities** |
| Objective EDI2.1 | Increase the diversity of our student body at all levels (linked to Global – strategic aim 1) |
| Objective EDI2.2 | Enhance the diversity of our workforce (linked to Research – objective 4.2) |
| Objective EDI2.3 | Improve retention, career advancement opportunities and equality of opportunity for staff, particularly for under-represented groups |
| Objective EDI2.4 | Improve retention, progression, attainment and career advancement opportunities for students, particularly for under-represented groups |
| **Strategic Aim EDI3** | **Enhance belonging and a sense of community as experienced by all our staff and students** |
| Objective EDI3.1 | Increase collaboration with local and regional partners and communities in the region to enhance relationships and explore ways collectively to create a welcoming and inclusive environment |
| Objective EDI3.2 | Enhance a shared sense of community and belonging for staff and students at all levels |
| Objective EDI3.3 | Build trust and a sense of community by embedding a listening-led, community-focussed communications strategy around EDI |
| Objective EDI3.4 | Enhance the experience for staff and for students, working with and through colleges, students and DSU |
| **Strategic Aim EDI4** | **Implement a continuous improvement approach to embed and evolve EDI across the University** |
| Objective EDI4.1 | Embed EDI effectively through robust governance and appropriate structures |
| Objective EDI4.2 | Develop or implement tools and frameworks to continuously improve our effectiveness around EDI and adoption of best practice through an intersectional lens |
| Objective EDI4.3 | Embed proper consideration of EDI upfront in all decision-making, planning, programmes, policies and processes so inclusive design becomes our default |