



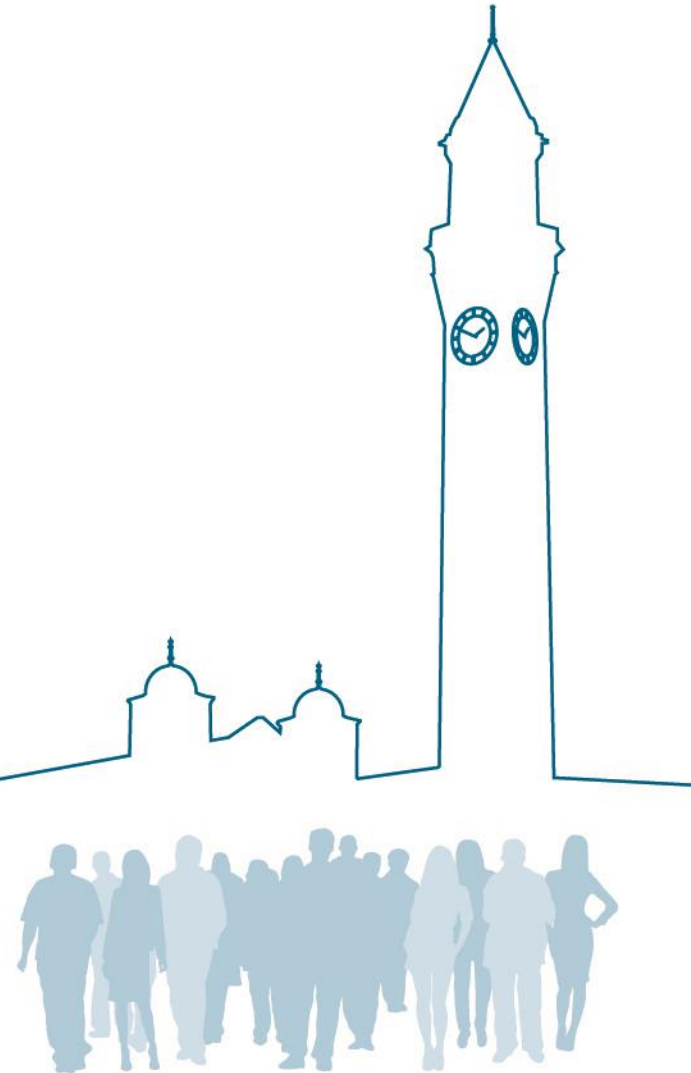
UNIVERSITY OF
BIRMINGHAM

PEOPLE AND
ORGANISATIONAL
DEVELOPMENT

Equality Change Programme

MSDP 3rd March 21

A PLACE TO FLOURISH

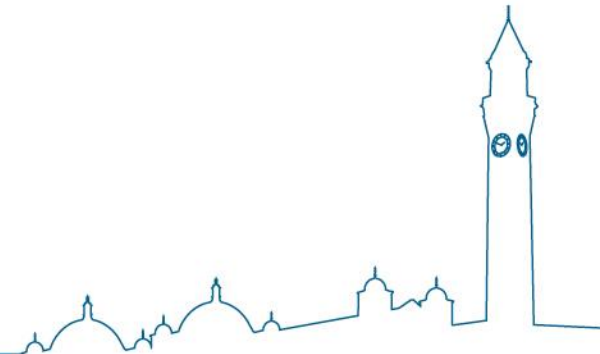




Background

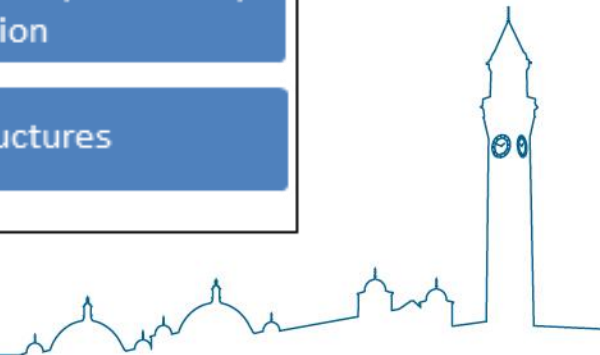
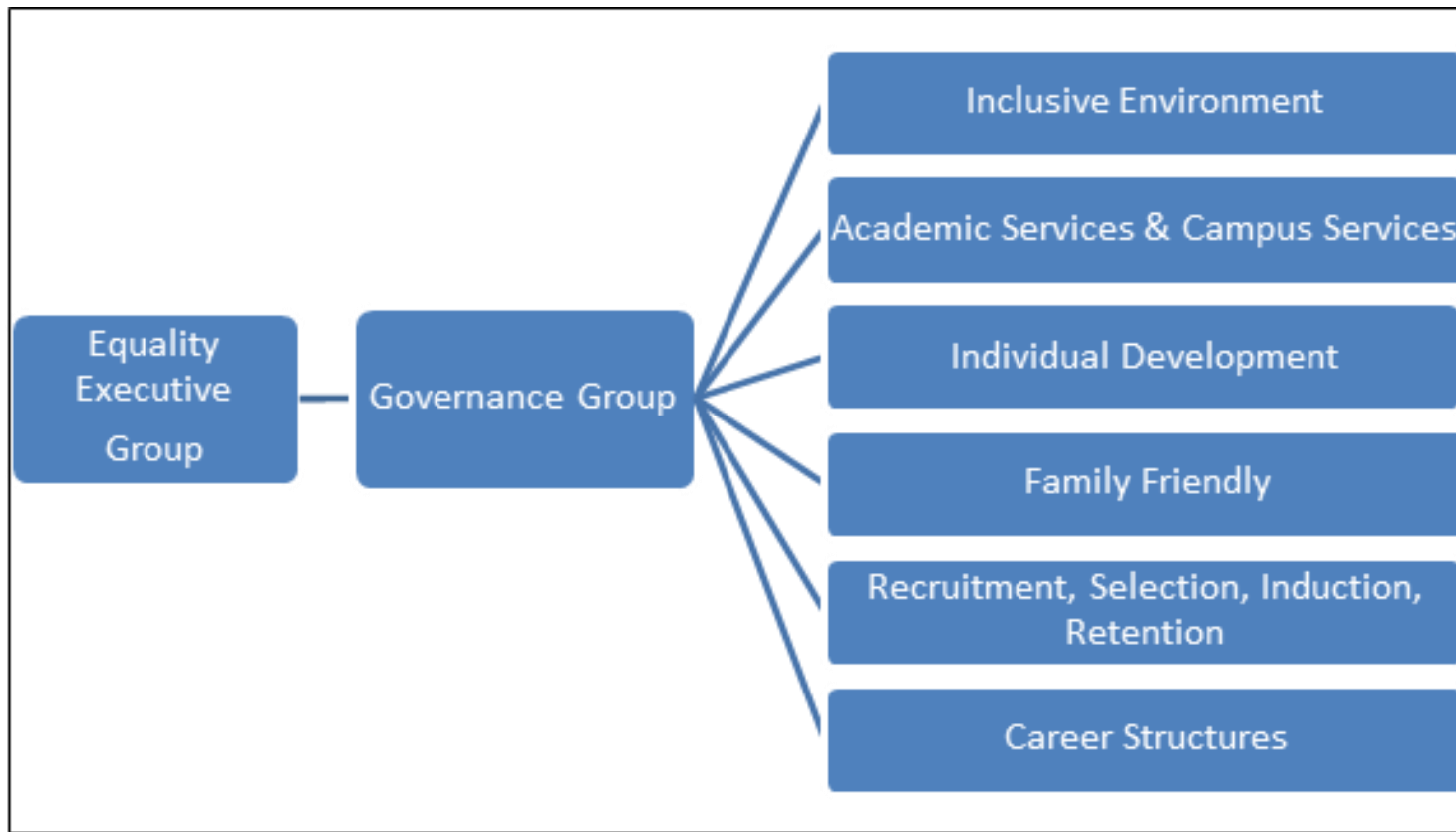
The ECP has been established to drive forward the development of key strands of EDI activity.

- Athena Swan
- Race Equality
- Gender Pay Gap
- Ethnicity Pay Gap
- Stonewall
- Staff Survey





The EDI Workstreams





The Workstreams

- Terms of Reference
- Made up of experts, Advisors and Volunteers
both Professional Services and Academic
- Part time panel secretary





What have we been doing?

- Paul Miller event “Talking about Race”
- Organised an International Women’s Day event “Choosing to Challenge”
- Redesigned EDI section of Leadership programmes
- Introduced reverse mentoring
- Provide access to coaching for all delegates on leadership programmes
- Set up working group to implement new Concordat
- Equality impact assessments on all courses with nomination process





Coming soon

Collection of practical tools to promote inclusive leadership

- ❑ Authentic self – Self reflection
- ❑ Inclusivity video
- ❑ Micro behaviours
- ❑ Courageous conversations
- ❑ Conscious inclusion for Managers
- ❑ Implicit Bias
- ❑ Building an inclusive team
- ❑ Linked in learning content

Purchased “Talking Confidently about Race” on line learning –
launching next month

