**EDI Strategic Framework Aims & Objectives**

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| **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 |