



**we are eifferent**

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## Background

Equality, inclusion and social justice are core values of Goldsmiths. These values are enshrined throughout the University's rich history, entrenched in the subject matter of its research and teaching, and embraced by members of its community.

Our intention is to embed equality, diversity and inclusion (EDI) and make it a part of everything that we do. We have an opportunity for Goldsmiths to lead the sector in EDI practice by championing innovation and valuing individuality to truly reflect our values.

## Legal context



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Equality Objectives 2017-2021

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## Objective 1

For *everyone* to take an active role in embedding equality, diversity and inclusion (EDI) good practice in everything that Goldsmiths does, and for staff in leadership and management positions to champion EDI – building it into strategic decision making and leading by example.

Key Equality and Diversity Strategy Strands:

Context:

| Aims            | Actions  | Lead responsibility                    | Timeline         |
|-----------------|--|--|------------------|
| <p><b>a</b></p> | <p>1. Review the current Equality and Diversity Strategy to ensure it is up to date and reflects the current context of the University.</p> <p>2. Develop a new Equality and Diversity Strategy that is inclusive and reflects the University's commitment to equality, diversity and inclusion.</p> <p>3. Communicate the new Equality and Diversity Strategy to all staff and students.</p> <p>4. Embed the Equality and Diversity Strategy into all aspects of the University's operations.</p> | <p>Equality and Diversity Director</p> | <p>2023-2025</p> |
| <p><b>b</b></p> | <p>1. Develop a new Equality and Diversity Strategy that is inclusive and reflects the University's commitment to equality, diversity and inclusion.</p> <p>2. Communicate the new Equality and Diversity Strategy to all staff and students.</p> <p>3. Embed the Equality and Diversity Strategy into all aspects of the University's operations.</p> <p>4. Review the current Equality and Diversity Strategy to ensure it is up to date and reflects the current context of the University.</p> | <p>Equality and Diversity Director</p> | <p>2023-2025</p> |
| <p><b>c</b></p> | <p>1. Review the current Equality and Diversity Strategy to ensure it is up to date and reflects the current context of the University.</p> <p>2. Develop a new Equality and Diversity Strategy that is inclusive and reflects the University's commitment to equality, diversity and inclusion.</p> <p>3. Communicate the new Equality and Diversity Strategy to all staff and students.</p> <p>4. Embed the Equality and Diversity Strategy into all aspects of the University's operations.</p> | <p>Equality and Diversity Director</p> | <p>2023-2025</p> |

## Objective 2

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| Aims | Actions | Lead responsibility | Timeline |
|------|---------|---------------------|----------|
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### Objective 3

Through the aims of our [Learning and Teaching Assessment Strategy \(LTAS\) 2017-21](#), make steps to develop more inclusive curriculum and pedagogy, considering the needs and strengths of a diverse and multi-cultural student body.

Key Equality and Diversity Strategy Strands:

Context:

| Aims            | Actions   | Lead responsibility                               | Timeline         |
|-----------------|---|---|------------------|
| <p><b>a</b></p> | <p>1. Review current curriculum and pedagogy to ensure it is inclusive and meets the needs of a diverse student body.</p> <p>2. Develop and implement a plan to address identified gaps in curriculum and pedagogy.</p> <p>3. Engage with staff and students to gather feedback on current curriculum and pedagogy.</p> <p>4. Monitor and evaluate the impact of the plan on student outcomes.</p> <p>5. Report progress to the governing body.</p> | <p>Head of Curriculum</p> <p>Head of Pedagogy</p> | <p>2023-2024</p> |
| <p><b>b</b></p> | <p>1. Review current curriculum and pedagogy to ensure it is inclusive and meets the needs of a diverse student body.</p> <p>2. Develop and implement a plan to address identified gaps in curriculum and pedagogy.</p> <p>3. Engage with staff and students to gather feedback on current curriculum and pedagogy.</p> <p>4. Monitor and evaluate the impact of the plan on student outcomes.</p> <p>5. Report progress to the governing body.</p> | <p>Head of Curriculum</p> <p>Head of Pedagogy</p> | <p>2023-2024</p> |

## Objective 4

Ensure that EDI is considered in estates and IT planning and development to enable physical and virtual environments (including teaching and learning spaces, core and circulation spaces, and IT systems) to be accessible for everyone.

Key Equality and Diversity Strategy Strands:

Context:

| Aims     | Actions   | Lead responsibility                        | Timeline         |
|----------|---|--|------------------|
| <p>a</p> | <p>1. Review current estates and IT systems to identify accessibility gaps.</p> <p>2. Develop a comprehensive accessibility audit for all physical and virtual environments.</p> <p>3. Prioritize accessibility improvements based on the audit findings.</p> <p>4. Implement accessibility improvements in a phased manner, starting with the most critical areas.</p> <p>5. Monitor and evaluate the effectiveness of accessibility improvements.</p> | <p>Lead: [Name]</p> <p>Support: [Name]</p> | <p>12 months</p> |
| <p>b</p> | <p>1. Conduct accessibility training for all staff and students.</p> <p>2. Establish an accessibility committee to oversee the implementation of accessibility improvements.</p> <p>3. Develop accessibility guidelines for all new estates and IT systems.</p> <p>4. Review and update accessibility guidelines regularly.</p>   | <p>Lead: [Name]</p> <p>Support: [Name]</p> | <p>12 months</p> |
| <p>c</p> | <p>1. Review current accessibility policies and procedures.</p> <p>2. Develop a comprehensive accessibility policy that covers all physical and virtual environments.</p> <p>3. Implement accessibility policies and procedures across all estates and IT systems.</p> <p>4. Monitor and evaluate the effectiveness of accessibility policies and procedures.</p>   | <p>Lead: [Name]</p> <p>Support: [Name]</p> | <p>12 months</p> |
| <p>d</p> | <p>1. Review current accessibility standards and benchmarks.</p> <p>2. Develop accessibility standards and benchmarks for all physical and virtual environments.</p> <p>3. Implement accessibility standards and benchmarks across all estates and IT systems.</p> <p>4. Monitor and evaluate the effectiveness of accessibility standards and benchmarks.</p>  | <p>Lead: [Name]</p> <p>Support: [Name]</p> | <p>12 months</p> |

## Objective 5

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| Aims  | Actions  | Lead responsibility | Timeline |
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## Objective 6

Engage staff, students, and stakeholders with EDI at Goldsmiths by celebrating diversity, progress, and achievements, linking up with our internal academic experts in EDI, and fostering a culture of collaboration and open communication.

Key Equality and Diversity Strategy Strands:

Context:

| Aims     | Actions  | Lead responsibility   | Timeline            |
|----------|--|---|---------------------|
| <p>a</p> | <p>1. Review current EDI policies and procedures to ensure they are up-to-date and effective.</p> <p>2. Conduct a survey of staff, students, and stakeholders to gather feedback on the current EDI environment.</p> <p>3. Develop a communication plan to raise awareness of EDI issues and promote a culture of collaboration and open communication.</p> <p>4. Establish a working group of staff, students, and stakeholders to monitor progress and report back to the university.</p>          | <p>1. HR</p> <p>2. Student Union</p> <p>3. Academic Staff</p> | <p>1. 2023-2024</p> |
| <p>b</p> | <p>1. Organize a series of workshops and seminars on EDI topics, including diversity, inclusion, and unconscious bias.</p> <p>2. Encourage staff, students, and stakeholders to share their own experiences and perspectives on EDI.</p> <p>3. Develop a mentorship scheme to support staff, students, and stakeholders from underrepresented groups.</p> <p>4. Review and update the university's EDI policies and procedures to reflect best practice.</p>   | <p>1. HR</p> <p>2. Student Union</p> <p>3. Academic Staff</p> | <p>1. 2023-2024</p> |
| <p>c</p> | <p>1. Establish a network of staff, students, and stakeholders interested in EDI to provide support and advice.</p> <p>2. Develop a series of resources, including guides and toolkits, to help staff, students, and stakeholders understand and address EDI issues.</p> <p>3. Conduct a review of the university's EDI policies and procedures to ensure they are effective and up-to-date.</p> <p>4. Promote a culture of collaboration and open communication around EDI issues.</p>              | <p>1. HR</p> <p>2. Student Union</p> <p>3. Academic Staff</p> | <p>1. 2023-2024</p> |
| <p>d</p> | <p>1. Review the university's EDI policies and procedures to ensure they are up-to-date and effective.</p> <p>2. Conduct a survey of staff, students, and stakeholders to gather feedback on the current EDI environment.</p> <p>3. Develop a communication plan to raise awareness of EDI issues and promote a culture of collaboration and open communication.</p> <p>4. Establish a working group of staff, students, and stakeholders to monitor progress and report back to the university.</p> | <p>1. HR</p> <p>2. Student Union</p> <p>3. Academic Staff</p> | <p>1. 2023-2024</p> |

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