

## WSU Annual Equality, Diversity and Inclusion (EDI) Report May 2023

This report follows that provided in May 2022, as published on our website, and seeks to update our membership and stakeholders on what actions we have taken across the 2022/23 academic year, to fulfil the commitments made within our EDI Policy ([which can be found here](#)) and place inclusion at the heart of what we do.

The SU has an internal EDI Working Group (EDIWG), the Terms of Reference of which can be [found here](#). The group has met monthly throughout the year to progress an agreed action plan and have oversight of the SU's cultural and inclusion activities. EDI is a key strand of the SU's Operational Plan ([link here](#)), and this reflects the action plan overseen by the EDIWG.

Below is a summary of the actions and outcomes from that action plan in 2022/23, as well as from monitoring and implementing our EDI Policy.

### **(i) Training and development, education, and information**

It is very important that we continue to educate our staff and members on the importance of EDI matters. To this end, this year:

- We delivered EDI training to our Club, Society, and Network Committees
- Offered EDI training to our student staff and the members of our club, society, and network committees. We saw limited uptake but will continue to run these sessions in 2023/24.
- We have continued to liaise with colleagues from the University's disability service on how we can make our services and building more inclusive.
- We are in contact with external diversity consultants/trainers to ensure ongoing staff training for core staff.
- Our Director of Representation and Membership Services attended Understanding and Disrupting Antisemitism in Students' Union training (externally facilitated).
- We updated the information on our website of support available to students if they experience antisemitism at the University.
- Our President sits on the University's EDI Committee.
- Our Chief Executive leads a group of SU CEO's who have undertaken Leadership in Race Equity training who have committed to stay in touch, hold each other to account on progress, and share good practice.
- Our Chief Executive is part of an external advisory group facilitated by BUCS (British Universities and Colleges Sport) that is following up on a report and recommendations from Race and Equality in Sport research, commissioned by BUCS in 2022 and conducted by the University of Wolverhampton.
- Our Chief Executive is working with BUCS on building a relationship with Nujum Sports - a charity dedicated to supporting Muslim athletes.

**Going forward we will:**

- Encourage more of our student staff, members, and Trustees to complete Diversity training.
- Facilitate further race equity training for our core staff

**(ii) Internal processes and commitments:**

Across the year, to improve how we work, meet our responsibilities, and demonstrate our ongoing dedication to EDI:

- All new core staff have undertaken mandatory Diversity and Inclusion training as part of their induction, as do our Welcome Desk Assistants (via university LearnUpon portal). Staff are required to repeat this training after 3 years.
- Our EDI WG continued to meet monthly and linked in with our Welfare and Inclusion Council.
- We have written and published our Anti-Racism Statement (with opportunities for our members to contribute) which can be [found here](#) and are collaborating on a University statement.
- Race Equity was a standard item on monthly Senior Management Team meetings.
- We reviewed our recruitment processes for core and student staff, seeking advice from external consultants with expertise in recruitment and diversity. This means we have transparent processes, ensuring we make as much effort as possible to encourage applications from people based on skills and competencies (and not prioritising experience), and explaining who we are as an organisation and our EDI commitments.
- We overhauled our website through our management platform to make it more accessible to view and navigate.
- We developed our on-line communications (alt-text on Twitter) and marketing materials, as well as our internal emails to ensure they are more accessible (and inducting new staff on accessibility guidelines).
- We upheld our zero-tolerance approach to all forms of discrimination and harassment within #Teamworc. We addressed all reports of inappropriate behaviour amongst our student groups where students had contravened our Code of Conduct, invoked our disciplinary procedures and referred to the University processes where necessary, imposing sanctions, and facilitating education. We continued to promote the values and ethos of #Teamworc, of which we are very proud, and of the need for students to look out for and respect each other.
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**Going forward we will:**

- Continue to learn from others and from best practice in the sector to ensure our processes and procedures are as inclusive and effective as possible.
- Work with the University to develop their commitments to EDI and inclusion across campus.

- Ensure cultural competency is high on the University's agenda.
- Review our EDI policy annually and report annually on progress.

### **(iii) Membership Services**

We want as many of our students as possible to engage in what we do and benefit from our opportunities and services. To this end we have:

- Increased the accessibility of our Help and Advice service in terms of appointment times and locations, ensuring more promotion of the reasonable adjustments available to clients, and plain English commitments.
- Assessed demographic data on at least an annual basis (usually bi-annually) of the members who are engaged with our activities (as Reps and volunteers, club, society, and network members) and working to address where our engaged students do not reflect (or exceed) the University overall population data.
- Monitored the demographics of the candidates in our Leadership Elections as above.
- Changed the name of our BAME Network to our Race Equity Network, in consultation with students.
- Maintained a cultural calendar and arranged events, publicity, and promotion around this.
- Our annual Varsity competition was themed #Proud2Play to promote all abilities and inclusion in Sport.
- Questioned the University on their policies and practices around religious observance.
- Raised the need for more gender-neutral facilities across campus with the University.
- Worked with the University's Disability Service on supporting students with neurodivergence as part of their induction, arranging bespoke activities.
- Improved the signage within the SU and the layout of welcome area (following recommendations from the University's Disability Service who audited our space).
- Commenced work on recommendations provided to us by a former student on how we can help make campus better for our members who are neurodivergent.
- Raised awareness around the use of pronouns.
- Worked with IT Services and Student Services on how we can enable students to change their name on SOLE and have that change reflected across all University IT platforms.

### **Going forward we will:**

- Work to implement Equality Impact Assessments for all major events and changes (we will seek more guidance on how to do this effectively).
- Continue to review and improve the accessibility of our Help and Advice Service in terms of audio accessibility, language, website content, bookings process, and how we support neurodiverse students.

- Work to ensure we have more diversity within the memberships of our sports clubs, societies, networks, Rep cohorts and volunteers, and supporting our student groups to be inclusive.
- Monitor University commitments and progress to decolonise the curriculum and support religious observance.
- Work with the University in the co-creation of their Access and Participation Plans (on an ongoing basis but starting with the July 2023 submission).
- Continue our accessibility work in terms of our space/building, liaising with University Estates on improvements we believe are needed, including for wheelchair users and those with physical impairments.
- Look to source better, affordable furniture for the welcome area of the SU.
- Set targets for engagement in the Leadership Elections 2024.
- Continue to work with the University to ensure adequate prayer facilities and gender-neutral facilities across the University estate for our students.
- Continue to lobby the University to create a hardship fund for international students.

Please note that the 'going forward' aims and commitments noted above are not exhaustive. The EDIWG will work over the summer, with the SU's new Officer team for 2023/24 to set operational targets and actions for the coming academic year.

### **Strategic planning:**

Living and delivering on our EDI Policy will be an intrinsic part our new longer-term strategic plan, for which we have conducted extensive insight work over this academic year. We aim to finalise a strategic plan for the coming years in Summer 2023 and will seek guidance on how to ensure appropriate Equality Impact Assessment of a new plan.

End.