

# Equality, Diversity and Inclusion Priorities 2022–2027

## Key Supporting Actions 2023/24



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Inclusion

Aligned to the [University Strategic Plan \(2022–2027\): Transforming lives and communities](#), our EDI Priorities give the University a strategic vision and direction to ensure that we are **actively inclusive** in everything we do, and that our diversity growth across staff and student communities is powered by inclusion, informed by our listening strategy, and underpinned by our research. Our three priority areas are embedded in our **EDI Strategic Delivery Plan**, and each year we review and identify our key supporting actions. Our **key supporting actions for 2023/24** are summarised below.



Building a diverse and inclusive culture where we attract, develop, and retain the best people”

### Priority Area 1: Facilitating inclusive cultures and environments

- **Co-create and implement an Institutional Disability Inclusion Action Plan** to ensure disabled staff and students are supported, and their sense of belonging increased.
- **Co-create and implement an Institutional LGBTQIA+ Equality Action Plan** to ensure our LGBTQIA+ staff and student communities are supported, and their sense of belonging increased.
- **Establish ‘Our EDI Journey’ programme** of staff and student education and awareness-raising activities.
- **Normalise Equality Impact Assessment** to ensure all policies, practices and decision-making are viewed through an inclusion and intersectional lens. Provide the training and resources for implementation.
- **Our listening strategy** will continue to build understanding of the challenges and needs of minoritised and disadvantaged staff and students, through lived experience, and inform our actions and practices.



Harness the benefits of an inclusive and diverse team of staff, where staff are supported and enabled to thrive and develop”

### Priority Area 2: Tackling underrepresentation in the workforce at all levels

- **Establish the Lincoln Equality Commitment**, which outlines our ambition to increase the diversity of our workforce across protected (and other) characteristics, and our aspirational targets for success.
- **Embed Inclusive recruitment practices**, working with Colleges, Schools, and Departments to increase workforce diversity and reduce inequalities in pay.
- **Reward, recognition, and career progression.** We will ensure a holistic and systems-based approach to addressing the inequalities experienced by those who are minoritised and disadvantaged, underpinning our systems, structures, and practices with inclusion.



Enhancing opportunities, experiences, & outcomes of our students regardless of their background”

### Priority Area 3: Embedding an inclusive student pipeline

- **Build an understanding of the barriers** to transitioning into (access), and through (participation) Higher Education for young people from minoritised and disadvantaged groups, and the challenges of progression into postgraduate research.
- **Establish evidence-based recommendations** to mitigate the inequalities observed.

TRANSFORMING LIVES  
AND COMMUNITIES



STRATEGIC PLAN  
2022-27

