HELLO
Championing Diversity

Tuesday 5\textsuperscript{th} July 2016 2.30 – 4pm
Samantha Budd – Chief Executive
Suzanne Doyle – Executive Manager
OVERVIEW

- Bristol SU Journey
- Impact
- Investors in Diversity
- Next Steps

- Rationale
- Open Space
- Diversity Champions Programme
Bristol SU Journey

• Strategic Process – Vision, Mission and Values
• Equality and Diversity value
• Journey started Investors in Diversity 2012
• 2014 Brand Review focus on values
• New Strategic Direction 2015 – 2020
• Embedded through performance framework
• Launch of Values Accreditation Scheme for Student Groups
Impact

• Bristol SU of the Year by National Centre for Diversity Jan 2016
• Shortlisted for Equality, Diversity and Inclusivity (EDI) Lead and Most Inspiring Individual by National Centre for Diversity Jan 2016
• Shortlisted for Chief Executive of the Year by National Centre for Diversity Jan 2016
• Re-accreditation liD 2016
## Investors in Diversity

<table>
<thead>
<tr>
<th></th>
<th>First Diagnostic Feb 2013</th>
<th>Last Diagnostic May 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff: I have been given time and opportunity to find out about EDI related topics and events</td>
<td>85% in Agreement 2.70% Neither agree or disagree</td>
<td>94.60% in Agreement</td>
</tr>
<tr>
<td>Staff saying who takes EDI seriously:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Leaders</td>
<td>67.57% Agreed</td>
<td>91.89% Agreed</td>
</tr>
<tr>
<td>Line Managers</td>
<td>75.68% Agreed</td>
<td>89.19% Agreed</td>
</tr>
<tr>
<td>Colleagues</td>
<td>75.68% Agreed</td>
<td>94.59% Agreed</td>
</tr>
<tr>
<td>External Stakeholders’ perceptions regarding the SU and its commitment to EDI</td>
<td>76.67% in Agreement 24.45% Disagreed</td>
<td>85% in Agreement 3.33% Disagreed</td>
</tr>
<tr>
<td>Students’ views on the SU's promotion of EDI</td>
<td>57.12% in Agreement 24.41% in Disagreement</td>
<td>85% in Agreement 15.38% in Disagreement</td>
</tr>
</tbody>
</table>
Next Steps for Bristol SU

• Leaders of EDI

• Develop a Diversity Champions programme
Rationale for a Diversity Champions Programme

- Role of SU’s in driving forward EDI
- Moral Case to Business Case
- Unleashing the passion
Suzanne Doyle

• Role at SU – IID, Champion
• LGBT+ Staff Network Co-Chair
• Director of Indigo and Hush
• Choir – Committee, Choralography, Concert Director
• Working with LGBT+ Students
Discussions

- Focus for today on Staff/Trustees
- Creating a truly inclusive organisation
- Developing a diversity champions programme
Open Space - Conversation

- Groups
- 20 minute conversation
- Someone to take notes
- Someone to feedback

- Provoke discussion
- Safe Space to have the conversations
Questions

- When we say Diversity what do we mean?
- How far beyond the protected characteristics do we go to create an inclusive culture?
- How will we meet the intersectionality challenge?

Feedback
Diversity Champions Programme

- Could we articulate a vision for this programme?
- Should it be for staff and/or students?
- How would we measure success/impact?
- What are the risks?
- Should this be left to individual SU’s or nationally co-ordinated?

Feedback
THANK YOU

Any questions?

Contact: Samantha Budd and Suzanne Doyle
Telephone: 0117 3318680
Email: Samantha.budd@Bristol.ac.uk
Suzanne.doyle@Bristol.ac.uk