

## THE BRIDGE EQUALITY, DIVERSITY AND INCLUSION STATEMENT

### Our aim

*The Bridge acknowledges and embodies the idea that new ideas come from a diverse mix of thinking, background and life experience. Building upon the University of Plymouth's commitment to providing an inclusive work environment, The Bridge seeks to enable knowledge exchange from within the university and beyond by creating a space where participants feel empowered to share their experiences and ideas by being their authentic self, and to create and share accessible and inclusive opportunities.*

The following document describes how we will achieve this aim as a team. To reflect the fluid structure and nature of the work of The Bridge team, we envisage that this document will be reviewed on an annual basis to reflect new knowledge and skillsets.

### At a team level, we will;

- Nominate EDI Champions within the team, who will meet regularly, review our aims and curate resources to support best practice.
- Add EDI news and training opportunities as a recurring agenda item at our team meeting.
- Ensure EDI Champions are supported and encouraged to attend relevant training opportunities.
- Create a repository for learning and resources with links to team templates, institutional policies, and external guidance.
- Identify new and alternative networks for advertising vacancies within the team and use gender neutral language in job descriptions and adverts.
- Consider alternative formats for line management meetings, workshops and team meetings.
- Ensure all staff PDRs include EDI objective/s.
- Undertake a yearly anonymous survey to understand the team's attitudes and suggestions for EDI work and guidance.
- Include a section on EDI as part of a wider Bridge interaction survey.

### When working with Schools and the wider Faculty, we will;

- Invite representatives from the University of Plymouth's EDI Team, committees and School and Faculty EDI Teams to attend The Bridge team meetings from time to time in order to share best practice.
- Regularly engage with internal resources such as the University of Plymouth's EDI Team communications, reports and Diversity calendar.
- Identify external meetings/projects which EDI Champions/wider Bridge Team can get involved in; ensuring this time is protected within the team.
- Create a team EDI report at the end of the first six months/one year to share learning.

#### When producing events, we will;

- Audit venues and online platforms for their accessibility prior to booking and delivery.
- Liaise with internal departments such as the Events Team to ensure we are up to date with institutional and industry best practice.
- Consider how and where we advertise events e.g. consider targeted/paid for ads to reach new audiences, use plain English and avoid jargon, ensure accessibility considerations are referenced etc.
- Consciously promote how adjustments can be made.
- Investigate the use of bursaries for paid for events.

#### When we create content, we will;

- Aim to use plain English, avoid jargon and tailor our language for different audiences.
- Consider alternative formats for communication e.g. visual / written / spoken, social media, video, email, telephone etc.
- Make it clear at the beginning of an interaction that we can make adjustments for communication style e.g. making this explicit in email signatures/adverts and enable different application methods (forms/videos) when possible.

#### Through our interaction with students, we will;

- Share/link to the University of Plymouth's EDI policies at the beginning of any interaction.
- Liaise with other departments e.g. the Careers Team to share knowledge of work being done with underrepresented groups and recruitment for student activities.

#### Through our interaction with businesses, we will;

- Share our EDI policies at the beginning of interaction, and ensure that they are promoted and visible on our website.
- Offer to share our repository of resources.