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.

As a team, we will;

- Nominate EDI Champions within the team, who will meet regularly, review our aims and curate resources to support best practice.
- Ensure EDI Champions are supported and encouraged to attend relevant training opportunities, and seek to identify budget to support this activity where necessary.
- Working within University guidance, identify new and alternative networks and formats for advertising vacancies within the team.
- Adhere to the University's guidance on best practice for alternative formats for line management meetings, workshops and team meetings.
- Support individual PDRs to include EDI objectives.
- Review The Bridge Equality, Diversity and Inclusion statement annually.
- We will consciously and proactively apply these principles at the beginning of each project/initiative.

As EDI Champions we will;

- Identify and add EDI news and training opportunities as a recurring agenda item at our team meetings.
- Create a curated repository for EDI learning and resources with links to team templates, institutional EDI policies and best practice, and external guidance.
- Liaise with internal departments such as the Events Team to ensure we are up to date with institutional and industry best practice.
- Liaise with other departments e.g. the Careers Team to share knowledge of work being done with underrepresented groups and recruitment for student activities.

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.

Through our activity, we will;

- Aim to use plain English, avoid jargon and tailor our language for different audiences.
- Consider alternative formats for communication and applications e.g. visual / written / spoken, social media, video, email, telephone etc., and consciously promote how adjustments can be made.
- Audit venues and online platforms for their accessibility prior to booking and delivery.
- Consider how and where we advertise events e.g. consider targeted/paid for ads to reach new audiences and investigate the use of bursaries for paid for events.

Through our interaction with external individuals/organisations, we will;

- Aim to ensure that they are signposted to the University's EDI policies, as and when it is appropriate to their interaction.