

we are eifferent

Background

Equality, inclusion and social justice are core values of Goldsmiths. These values are enshrined throughout the University's rich history, entrenched in the subject matter of its research and teaching, and embraced by members of its community.

Our intention is to embed equality, diversity and inclusion (EDI) and make it a part of everything that we do. We have an opportunity for Goldsmiths to lead the sector in EDI practice by championing innovation and valuing individuality to truly reflect our values.

Legal context



Equality Objectives 2017-2021

1 2 3 4 5 6 7 8 9 10 11 12

Objective 1

For *everyone* to take an active role in embedding equality, diversity and inclusion (EDI) good practice in everything that Goldsmiths does, and for staff in leadership and management positions to champion EDI – building it into strategic decision making and leading by example.

Key Equality and Diversity Strategy Strands:

Context:

Aims	Actions	Lead responsibility	Timeline
<p>a</p>	<p>1. Review the current Equality and Diversity Strategy to ensure it is up to date and reflects the current context of the University.</p> <p>2. Develop a new Equality and Diversity Strategy that is inclusive and reflects the current context of the University.</p> <p>3. Communicate the new Equality and Diversity Strategy to all staff and students.</p> <p>4. Embed the new Equality and Diversity Strategy into all aspects of the University's operations.</p>	<p>Equality and Diversity Strategy Lead</p>	<p>2023-2025</p>
<p>b</p>	<p>1. Review the current Equality and Diversity Strategy to ensure it is up to date and reflects the current context of the University.</p> <p>2. Develop a new Equality and Diversity Strategy that is inclusive and reflects the current context of the University.</p> <p>3. Communicate the new Equality and Diversity Strategy to all staff and students.</p> <p>4. Embed the new Equality and Diversity Strategy into all aspects of the University's operations.</p>	<p>Equality and Diversity Strategy Lead</p>	<p>2023-2025</p>
<p>c</p>	<p>1. Review the current Equality and Diversity Strategy to ensure it is up to date and reflects the current context of the University.</p> <p>2. Develop a new Equality and Diversity Strategy that is inclusive and reflects the current context of the University.</p> <p>3. Communicate the new Equality and Diversity Strategy to all staff and students.</p> <p>4. Embed the new Equality and Diversity Strategy into all aspects of the University's operations.</p>	<p>Equality and Diversity Strategy Lead</p>	<p>2023-2025</p>

Objective 2

Aims	Actions	Lead responsibility	Timeline

Objective 3

Through the aims of our [Learning and Teaching Assessment Strategy \(LTAS\) 2017-21](#), make steps to develop more inclusive curriculum and pedagogy, considering the needs and strengths of a diverse and multi-cultural student body.

Key Equality and Diversity Strategy Strands:

Context:

Aims	Actions	Lead responsibility	Timeline
<p>a</p>	<p>1. Review current curriculum and pedagogy to ensure it is inclusive and meets the needs of a diverse student body.</p> <p>2. Develop and implement new curriculum materials and pedagogical approaches that are inclusive and meet the needs of a diverse student body.</p> <p>3. Provide professional development for staff to ensure they are equipped to deliver inclusive curriculum and pedagogy.</p> <p>4. Monitor and evaluate the impact of the new curriculum and pedagogy on student outcomes, with a particular focus on the needs of a diverse student body.</p> <p>5. Review and update the curriculum and pedagogy as needed to ensure it remains inclusive and meets the needs of a diverse student body.</p>	<p>Dr. [Name]</p> <p>Dr. [Name]</p> <p>Dr. [Name]</p> <p>Dr. [Name]</p> <p>Dr. [Name]</p>	<p>2023-2024</p> <p>2024-2025</p> <p>2025-2026</p>
<p>b</p>	<p>1. Review current curriculum and pedagogy to ensure it is inclusive and meets the needs of a diverse student body.</p> <p>2. Develop and implement new curriculum materials and pedagogical approaches that are inclusive and meet the needs of a diverse student body.</p> <p>3. Provide professional development for staff to ensure they are equipped to deliver inclusive curriculum and pedagogy.</p> <p>4. Monitor and evaluate the impact of the new curriculum and pedagogy on student outcomes, with a particular focus on the needs of a diverse student body.</p> <p>5. Review and update the curriculum and pedagogy as needed to ensure it remains inclusive and meets the needs of a diverse student body.</p>	<p>Dr. [Name]</p> <p>Dr. [Name]</p> <p>Dr. [Name]</p> <p>Dr. [Name]</p> <p>Dr. [Name]</p>	<p>2023-2024</p> <p>2024-2025</p> <p>2025-2026</p>

Objective 4

Ensure that EDI is considered in estates and IT planning and development to enable physical and virtual environments (including teaching and learning spaces, core and circulation teaching spaces, and IT systems) to be accessible for everyone.

Key Equality and Diversity Strategy Strands:

Context:

Aims	Actions	Lead responsibility	Timeline
<p>a</p>	<p>1. Review current estates and IT systems to identify accessibility barriers.</p> <p>2. Develop a plan to address identified barriers, including physical and virtual environments.</p> <p>3. Implement the plan, ensuring that accessibility is considered in all estates and IT planning and development.</p> <p>4. Monitor and evaluate the effectiveness of the plan, and make adjustments as needed.</p>	<p>Lead</p>	<p>1</p>
<p>b</p>	<p>1. Review current estates and IT systems to identify accessibility barriers.</p> <p>2. Develop a plan to address identified barriers, including physical and virtual environments.</p> <p>3. Implement the plan, ensuring that accessibility is considered in all estates and IT planning and development.</p> <p>4. Monitor and evaluate the effectiveness of the plan, and make adjustments as needed.</p>	<p>Lead</p>	<p>1</p>
<p>c</p>	<p>1. Review current estates and IT systems to identify accessibility barriers.</p> <p>2. Develop a plan to address identified barriers, including physical and virtual environments.</p> <p>3. Implement the plan, ensuring that accessibility is considered in all estates and IT planning and development.</p> <p>4. Monitor and evaluate the effectiveness of the plan, and make adjustments as needed.</p>	<p>Lead</p>	<p>1</p>
<p>d</p>	<p>1. Review current estates and IT systems to identify accessibility barriers.</p> <p>2. Develop a plan to address identified barriers, including physical and virtual environments.</p> <p>3. Implement the plan, ensuring that accessibility is considered in all estates and IT planning and development.</p> <p>4. Monitor and evaluate the effectiveness of the plan, and make adjustments as needed.</p>	<p>Lead</p>	<p>1</p>

Objective 5

Aims	Actions	Lead responsibility	Timeline
<p>a</p> 			

--

