



University College Equalities Objectives

2020 - 2024

1. To review Univ's equality data with a view to creating an evidence base to inform the development of the College's strategic EDI objectives.
2. To grow a culture that values diversity through:
 - Training and Development for staff and students
 - Agreeing norms to guide behaviour and interaction in the College community
3. To increase the representation of under-represented groups within the College's fellowship e.g. through JRF appointments.
4. To identify good practice carried out by individuals (in Colleges/University) and University departments to inform the College-based evaluation of how to rebalance reading lists and work towards curriculum reform.
5. To examine and contextualise Univ's existing memorials and to identify people we might now wish to memorialise alongside or instead of others who currently have a prominent place in the College. To review sources of historic funding.
6. To identify priority areas for fundraising support e.g. scholarships.