The University of Bristol is committed to building a diverse and inclusive community where people from the broadest possible range of backgrounds can reach their full potential and thrive at work, as outlined in the University’s Vision and Strategy: 2022-2030. However, we cannot do this without the involvement of all members of our community. Colleagues at every level have a crucial part to play in making our University a great place to work and in being intentionally inclusive so that staff feel connected, empowered, and respected in the workplace.

EQUITY, DIVERSITY, INCLUSION AND BELONGING

EQUITY

While equity focuses on achieving fairness by giving people access to the same resources or opportunities, equity recognises that because we all have different lived experiences, people may need to be treated differently in order to achieve fairness. This means giving people different resources and opportunities to achieve an equal outcome.

DIVERSITY

Diversity can be understood as the presence of difference, and refers to the variation of characteristics between people. While the term is often used in connection with issues of social justice, it also represents a broader range of experiences, including gender, sex, socioeconomic background, upbringing, religion, education, sexual orientation, gender identity, ethnicity, neurodiversity, and life experience.

INCLUSION

Inclusion is the act of valuing, respecting and supporting individuals of all backgrounds and allowing them to participate fully within the community. Where there is inclusion, people feel comfortable and confident to be themselves.

BELONGING

Belonging is the feeling that people get when their identity is seen and accepted by the wider community. When people experience belonging, they feel able to be their authentic selves and thrive.

WHAT IS THE INCLUSION FORUM?

The Inclusion Forum provides a vehicle for changing the culture at the University, raising awareness and inspiring action. Culture is fundamentally about people and is shaped by all those within the University. As a member of the Inclusion Forum, you are a part of a community of staff who are passionate about equity, diversity and inclusion (EDI), and committed to building a more inclusive working environment.

THE FORUM AIMS TO:

Engage you in activity designed to encourage the sharing of best practice, to help us identify opportunities to collaborate with each other, and to generate new ideas.

Develop your understanding of EDI through accessing the Forum’s resource library, learning from each other and supporting each other to address common challenges.

Inspire you to take action to embed EDI in all aspects of your work, leading to better working practices across our organisation.

Build a culture of inclusion across the University by encouraging members to share their learning and ideas with their colleagues, teams and departments.

As a member of the Inclusion Forum, you are invited to join several events over the course of the year. Inclusion Forum events will be based on an in-house model – the three pillars of EDI, which help us progress towards achieving the University’s EDI aims and objectives and lay the foundation for creating the cultural and structural change needed to ensure that the University is a place for everyone, regardless of background or circumstance.

The three pillars are: an inclusive infrastructure, diversity of representation and a culture of belonging.

You will also be invited to contribute to the Inclusion Forum blog, EDIted. The purpose of the blog is to share news on best practice in regard to EDI occurring in teams and departments across the University.

Information regarding upcoming events and communication from the EDI Team will be distributed via Microsoft Teams. Inclusion Forum members will also have access to a private Yammer group, where they can communicate with one another, share learning and ideas, and suggest resources to be included in the resource library. The resource library will be accessible through SharePoint.