[Equality, Diversity and Inclusion Conference 2023: The Shoulders of Giants: Listening, Learning and Improving our Practice | Advance HE (advance-he.ac.uk)](https://www.advance-he.ac.uk/programmes-events/conferences/equality-diversity-and-inclusion-conference-2023)

Background: Leadership in equality, diversity and inclusion (EDI) within an educational institution encompasses a broad range of skills, such as delivering the university’s strategy for EDI, keeping abreast of the sector-wide policy on EDI, raising awareness of EDI through bulletins, attending conferences and engaging externally with champions of EDI on different intersections, preparing applications for equality charter awards and decolonisation. In September 2021, the Provost of LSBU and the Acting Director of EDI instituted EDI Lead roles in each of the seven Schools at LSBU. The EDI Leads have had a year’s experience in their role and autonomy to execute the role. This autonomy allows EDI Leads encourages creativity and originality in championing EDI issues that are paramount to them, and through this process to develop coherent standards for advocating EDI in the Faculty.

Aims: The aims of the interactive workshop are (1) for the EDI Leads of LSBU to chart their journey in their role in the last year, and (2) to engage delegates in recommending how to enhance such leadership of EDI lead and involve the academic staff and non-academic staff in practice of EDI.

Structure of the session:

**5 minutes: LSBU’s EDI strategy**

The session will start with the lead presenter explaining LSBU’s EDI strategy and the terms of reference of the EDI lead role.

**5 minutes: Exercising the EDI Lead role**

Each EDI Lead will give a personal account of their experience in the role in the last academic year.

**15 minutes: Group interaction**

Delegates will breakout into groups, discuss about and create a roadmap for being an EDI Lead. The topics could include the following topics:

1. How to establish EDI Lead roles in the Faculty
2. What are the benchmarks for the roles and responsibilities of EDI leads
3. How to improve recruitment policies to increase intersectional diversity in academic staff
4. How to address awarding gaps in students
5. What are the differences in the EDL Lead roles between faculties
6. Mandatory training
7. (*EDI leads to suggest other topics*)

Each group will be given flipcharts to map out their plans, the barriers and steppingstones to being a successful EDI lead. Each workshop presenter will each join a group, follow the discussion and contribute to the discussion.

**5 minutes: Summarising the key points from the discussion**

Each group will post the summary of their discussion on the Padlet website

**30-40 minutes: Summarising the discussions**

The lead presenter will sumarise the points from each group. They will identify the key steps to establishing the EDI role within your Faculty and University, being a successful an EDI lead and enhancing staff and student experiences. Delegates will complete a short survey on their key action point from the workshop.

**Who is the intended audience?**

The workshop would appeal to (a) academic staff who have experienced barriers to EDI and (b) staff involved in some EDI activity in their institution, such as applying for an equality charter and advocating EDI among students.

**What impact, take-aways or learning outcomes will your session provide?**

It is hoped that through the discussions in the workshop, the group will develop a sector-wide blueprint for EDI Faculty Leads across universities.

**Keywords**

**Your answer should be no more than 800 characters long.**

**Please add up to five keywords which will help to define the session content**

Awarding gaps; Decolonisation; Leadership; Promotion