Reuben College EDI Action Plan 24-25

Agreed by Governing Body 4th December 2024

- **Proposed priorities taken from EDIW 24-20 (TT24 EDIW paper)**
- **Objectives taken from Collegiate University Equality, Diversity and Inclusion Strategic Plan (UCAP) 2024-2027**
  These being to:
  - (1) Strengthen a Culture of Belonging
  - (2) Increase staff and student diversity and representation
  - (3) Ensure our teaching, research and engagement practices are inclusive
  - (4) Support academic and professional leadership
- Supporting docs from Equality, Diversity, Inclusion and Welfare Committee (EDIW) TT24:
  - (1) EDIW 24-16 Oxford as a University of Sanctuary
  - (2) EDIW 24-17 Student EDIW Feedback HT24
  - (3) EDIW 24-21 Reflections on the University's EDI report 22-23;
  - (4) EDIW 24-22 Embedding 'Equality Impact' – sample 'Equality Analysis flow chart'
  - (5) EDIW 24-20 College EDI Action Plan 2024-25 Proposals

Outcome	Strategic Enabler	Actions	Responsibility and Collaboration	Timescale	Measure or milestone of progress	Targets
(1) To complete 'traffic light' analysis of completed/in progress/outstanding measures of success with respect to the College's Equality action plan 2023-24	For sign-off by EDIW MT24	EDIW to agree as to whether to prioritize completion and/or renew commitment to these, as appropriate.	Senior Tutor	**EDIW consideration MT24**	With 38 'measures of success' listed in the College's 23-24 action plan, and a limited college infrastructure, it was agreed TT24 that the 24-25 action plan should concentrate on a more limited set of achievable targets, or consider how to better resource any more extensive set.	Actions completed, removed, or added to 24-25 action plan.
(2) Promote awareness, respect and celebration of diversity in an international community	Dedicated College and GCR resources for EDI events	Senior Tutor and GCR VP Community to lead respective communities, to spearhead the organization of 2 college cultural events per term	Joint working between College and GCR on a number of EDI events across the 2024-25 academic year	**Academic years 24-26**	Events to be designed with leadership from relevant communities, participation across all demographics, and for these to become integrated in the College calendar	**UCAP (1): Strengthen a Culture of Belonging** High participation rates, increased interest from student body in developing and leading these

(3) To consider good practices highlighted in the University's latest EDI Report (22-23)		Consider good practices highlighted in EDIW 24-21		**EDIW consideration HT25**		**UCAP (1): Strengthen a Culture of Belonging**
(4) To consider procedures, when available, for certification as a College of Sanctuary		To note paper EDIW 24-16 and for EDIW to consider and respond to requirements for certification, when available	EDIW in first instance – thereafter relevant committees (Finance, Graduate Provision, Governing Body)	**Academic years 24-27 (awaiting information)**		**UCAP (1) Strengthen a Culture of Belonging and** **UCAP (2) Increase staff and student diversity and representation**
(5) To follow-up on EDI matters raised within the student feedback HT24	For Senior Tutor to recirculate feedback under department (or other relevant category) headings and said heads of department or other (e.g. Comms, Welfare, Libraries, GCR exec) to be tasked with reporting on resulting discussions and actions	This would include looking at better embedding gender inclusive language and practices in college (including use of pronouns and preferred names where appropriate); adding a section at the end of consent workshops on harassment and reporting; and highlighting in college comms the role and availability of harassment advisors	Senior Tutor, Bursar, Welfare Dean and EDI Champion to champion	**For EDIW consideration HT25**	For a reminder of said feedback, and resulting actions taken, to be taken to EDIW for review	**UCAP (3): Ensure our [teaching, research and engagement] practices are inclusive**

(6) To consider how to meaningfully embed consideration of equality impact in all college decision making	Consider use of template EDIW 24-22 in place of existing guidelines		EDIW to consider how to ensure this rests with committees, not supporting administrators	**Academic years 24-26**		**UCAP (3): Ensure our [teaching, research and engagement] practices are inclusive, and** **UCAP (4) Support academic and professional leadership**
(7) To provide a deeper understanding of equality and equity matters to Reuben Fellows [and staff] than that facilitated through [current] annual online training.	Invitation to the facilitators of the Inclusive Leadership Programme (currently working within the Medical Sciences Division) to deliver a presentation within Governing Body (ideally MT24) on inclusive leadership. Consideration of appropriate training for all managers [staff] College 'Mental heath First Aid Training' (Ruth Collins) to be offered to all staff and Fellows every other year (last held Sept 23).	Maddie Welland invited to speak to all Reuben Fellows (50+) – @Governing Body 13/11/24	EDI Champion: Tess Lambe Bursar Senior Tutor	**Academic year 24-25. Initiated MT24**	Fellowship engagement & discussion Training of staff managers Wider awareness of mental health issues and enabling supportive spaces for relevant conversations	**UCAP (1) Strengthen a Culture of Belonging and** **UCAP (4) Support academic and professional leadership**