



It is a year since we published *Inclusive Sussex*, which sets out our equality, diversity and inclusion strategy.

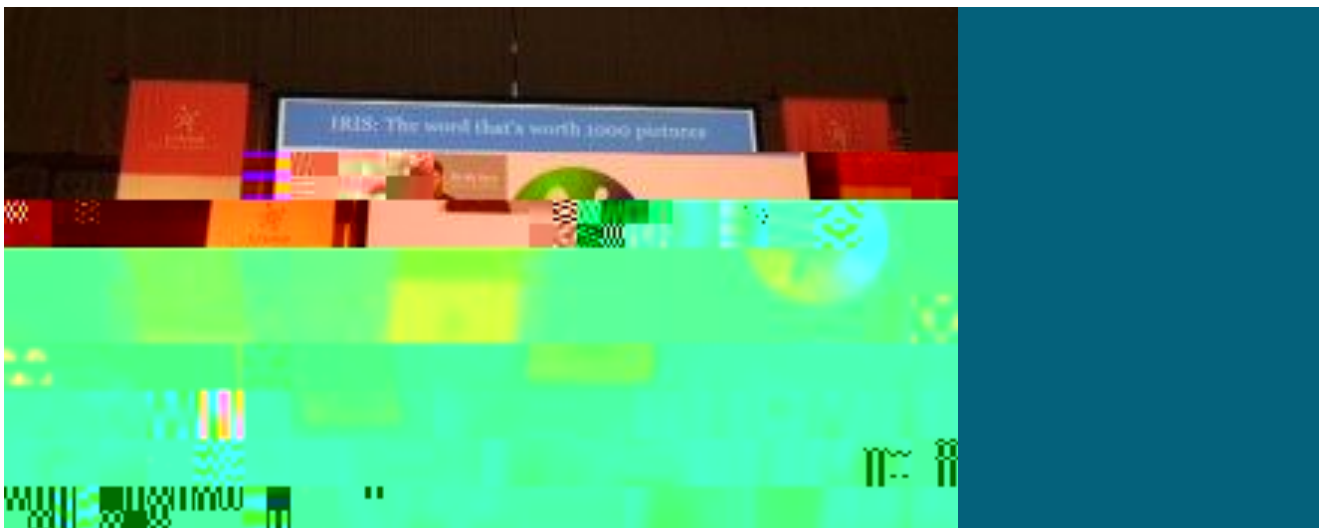
The *Inclusive Sussex* vision is deliberately ambitious. It is designed to continually challenge us to do better. It is not something we can deliver easily or quickly; it is a seven-year vision for the future we want to create. It is important that we take steps to make lasting cultural change, rather than gestures to tick boxes.



Last year when we published the Equality Diversity and Inclusion Strategy (EDI), *Inclusive Sussex*, we knew that our four goals for an equal, diverse, accessible and flexible Sussex were ambitious and would require a long term commitment.

We recognise that transformation on this scale is challenging and that change takes time. Throughout, we will show kindness and integrity in the way we operate and undertake to treat everyone with dignity and respect.

Activity in 2018/19 focused on laying the foundations to allow us to plan out programmes of work to deliver all four goals. We now have membership of four external accreditation schemes that we aim to gain awards from by 2025.



In July 2018 we launched *Inclusive Sussex*, our Equality, Diversity and inclusion (EDI) Strategy for the next seven years. *Inclusive Sussex* is a key enabling strategy within the University's strategic framework *Sussex 2025 - A Better University for a Better World*.

Our vision is to become *Inclusive Sussex*, where all members of our community have equal access to opportunities, experience the University as one that enables them to fully meet their potential, and supports them to make a full contribution to the University. Reducing inequalities and celebrating diversity allows us all to thrive. We can achieve more together than we can apart and making Sussex truly inclusive is everyone's business.

Inclusive Sussex sets out four key goals - equality, diversity, accessibility and flexibility. The strategy pledges to provide equal access to excellent learning, research and employment opportunities regardless of physical or unseen disabilities. It also commits the University to become a place that celebrates diversity and tolerance and is flexible by default.

To reduce the gap in representation, experience, progression and reward between those with and without protected characteristics.

To be a place that celebrates diversity and tolerance and fosters good relations in our own and the wider community.

To provide equal access to excellent learning, research and employment opportunities regardless of physical or unseen disabilities.

Becoming an organisation that is flexible by default to ensure we are inclusive in everything we do.





In 2018 we joined Stonewall's Diversity Champion Programme and this year we have made our first submission to the Workplace Equality Index.

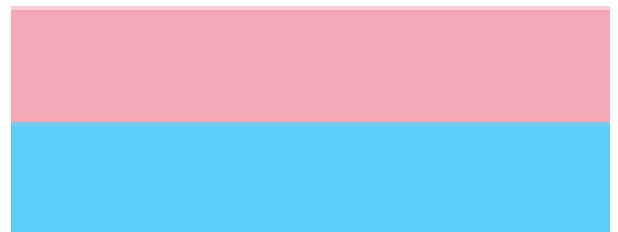
We will receive feedback on our application in Spring 2020 and we will use this as a baseline for a programme of work to make changes and improvements. Our aim is to become one of Stonewall's Top 100 Employers by 2025.

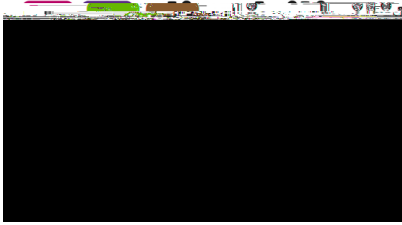
In November 2018 we published a Trans and Non-Binary Equality Policy Statement. The equality policy statement reaffirms that the University will at no time discriminate against people on the grounds of their gender identity or gender expression.

The statement articulates our position on inclusion for trans students and staff that is contained within our policies. It commits the University to treating all employees and students with respect, and seeks to provide a positive working and learning environment for everybody free from discrimination, harassment or victimisation.

The University and partner organisations across the county celebrated a second year of the My Pronouns campaign in March and April as part of Trans Visibility Week. The campaign helped increase understanding about gender identities and improve inclusion for trans and non-binary people in Sussex. A range of badges with different choices of pronoun were distributed across campus.

An informal workshop reflecting on trans experiences was also run as part of Trans Visibility Week. Led by local artist Emma Frankland, it questioned the stories bodies carry and the assumptions placed upon them and reflected on and celebrated trans experience and the politics surrounding trans lives.

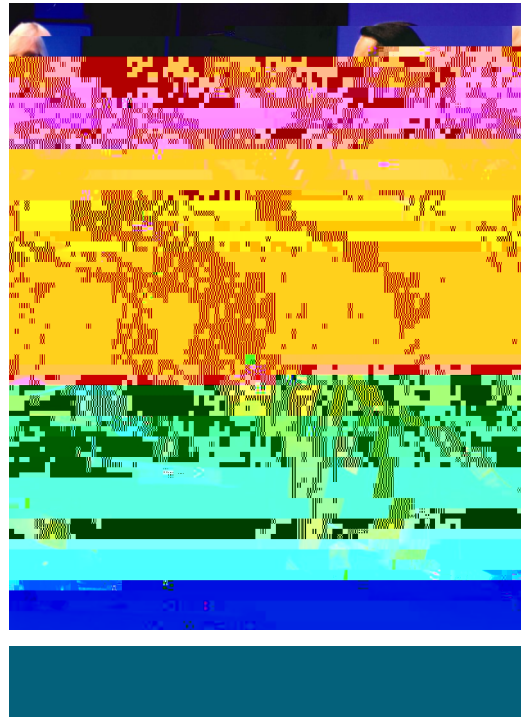




The University joined the Disability Confident scheme in May 2019. We will use the Disability Confident scheme as a framework to shape our approaches to accessibility for our employees. Our goal is to become a Disability Confident Leader by 2025.

This year we trialled the Leonard Cheshire Change 100 scheme and provided an internship for a student with a disability as part of showing our commitment to increasing opportunities. We are looking at ways to develop more targeted student internships to provide opportunities for work experience and skills development.

In summer 2018 we provided an internship for a student with a disability through the Change 100 programme. Change 100 is a programme run by Leonard Cheshire which brings together the UK's top employers and talented disabled students and graduates to offer three months of paid work experience. Since its launch in 2014, Change 100 has partnered with over 90 employers across the UK to host interns. Emily Jackson, a fourth-year MSci student in Life Sciences, worked with the EDI Unit over the summer of 2018 planning out the work needed to join the Race Equality Charter and starting a programme of work to apply for an award. Emily said: The Change100 programme helped me improve my skills and contacts, while helping me understand the impact of my disability in the workplace. It also gave me an excellent basis for the direction I wanted to take after graduation, and the support and guidance I continued to receive from the EDI Unit after my internship was vital for me securing a place on the Civil Service Science and Engineering Fast Stream.



In addition to offering another Change 100 internship in the Library this summer, the Careers and Employability Team have hosted a student intern to trial a Sussex internal internship scheme for our students with a disability. A range of internships were on offer over the summer and in response to suggestions from the Students' Union we created an internship that was exclusively for students with a disability. Holly Restrict has been working within the Careers and Employability Team to review various modes of communication for different programmes to provide insight from a student perspective to improve the service and to produce a comprehensive disabled students' careers journey guide. Holly says: The support and understanding from my colleagues and supervisors has helped me to be more compassionate and accepting towards myself, enabling me to be more in touch with how my capacities change and to progress in line with my current abilities. The structure, support and scope of work within this internship has allowed me to progress further and be more consistent in my work, in turn developing self-belief in my abilities.



--



Accessibility work completed on campus included automated doors in JMS and BSMS. The pavements by Sussex House and BSMS have been widened. An improved pathway has been laid between Kent House to Northfield, alongside improvements to the steps up to Northfield.

Following feedback from the Campus Accessibility Forum, Sussex Estates and Facilities created a webpage dedicated to reporting accessibility impacts on campus. The page records any current, or expected, service outages or maintenance works that may affect campus users, e.g. relating to lifts, auto doors, pathways. It is regularly updated with information from the Service Centre, Facility Managers and Service Managers.

In October Professor Claire Annesley, Deputy Pro-Vice-Chancellor (Equalities and Diversity) attended the STEM Equality Congress in Amsterdam to give a talk about the work Sussex is doing to promote equality, diversity and inclusion across our community. Claire shared the speaking slot with Sussex research student Daniel Hajas, who promoted an app for blind and visually impaired scientists.

Daniel shared his unique perspective as a blind scientist and his goal of enabling students like him to pursue their passion for STEM and open doors to future opportunities. Daniel, a blind theoretical physicist, heads up a small team of scientists from the University of Sussex that founded social enterprise Grapheel, which developed the IRIS app.

IRIS is an application which connects blind and visually impaired scientists to a network of volunteers with experience in different subject areas. While text readers enable visually impaired people access to scientific papers or textbooks, there are no programmes that translate scientific graphs and images into text. With IRIS, a person can upload an image from their course, a piece of research or website, and volunteers with expertise in that subject area provide a subject-specific description of that image. The description is then returned in a fully accessible form, making sure nobody is left in the dark.

In his speech Daniel echoed this message by calling for STEM experts to become ambassadors to encourage the experts in their organisations to sign up as volunteers in the IRIS network. Commenting on the conference, Daniel said: It was fantastic to share Grapheel with Congress members and see their enthusiasm for the project. We are really pleased to launch IRIS to the scientific community and reduce barriers in accessibility to science.

Each year the University publishes [equalities information](#) relating to the protected characteristics of its staff and students, which it currently holds and which does not risk individuals being identified. The latest information was published on the University's website in 2019 and is based on information as at 1 December 2018.

The Equality, Diversity and Inclusion Unit is responsible for promoting, co-ordinating and embedding equality, diversity and inclusion across the whole university community. The Unit is part of Human Resources Division and is managed by Jackie Rymell. The work of the EDI Unit is overseen by Professor Claire Annesley, Deputy Pro-Vice-Chancellor (Equalities and Diversity).



Email: edi.unit@sussex.ac.uk

Twitter: [@InclusiveSussex](https://twitter.com/InclusiveSussex)

Web: www.sussex.ac.uk