Equality, Diversity & Inclusivity (EDI)
What’s next? How can you become involved?

Staff EDI Networks

The networks provide an opportunity for new and existing staff to meet people outside their own department. Meetings run termly and dates are advertised on the website: http://www.kent.ac.uk/hr-equalityanddiversity/. Contact equalityanddiversity@kent.ac.uk to join any network, or to obtain further information.

The Disability Staff Network is open to any member of staff with a disability, or anyone who feels they would benefit from attending (perhaps because of the nature of their job role). The network has a short action plan entitled Raising Awareness and Improving Communication which focuses on: improving the visibility of resources available to support disabled staff; improving support for disabled staff at department level; and researching good practice in other Universities.

The LGBT Staff Network aims to raise the profile and promote positive attitudes towards lesbian, gay, bisexual and transgender (LGBT) staff across the University. In addition to termly meetings, the group holds informal lunchtime gatherings on the first Wednesday of every month. New members from any background are always welcome. Meetings are publicised on the group’s blog at http://blogs.kent.ac.uk/lgbtstaff/ Further information is also available from lgbtstaffnetwork@kent.ac.uk.

The Women’s Network has been running since 2004 and is primarily targeted to all female academic, administrative and support staff. Over 120 women from both Canterbury and Medway are on the mailing list and new members are welcome. Network sessions have included topics on preparing women for promotion, the Research Excellence Framework (REF), and mentoring and coaching.
Increasing knowledge and understanding of equality, diversity and inclusivity through e-learning

As a member of staff, you are strongly encouraged to complete the Diversity in the Workplace e-learning module. This module has been specifically designed to raise awareness of equality and diversity issues, and to inform you about your rights and responsibilities in the workplace. It will help you to understand the basic principles of equality and diversity in an easily digestible format and can take less than an hour to complete.

“I consider myself to have a good awareness of the implications of equality and diversity, but this module bought to my attention areas that I was unaware of; it was incredibly valuable” (e-learning participant, February 2013).

To access the module:
- go to the Equality & Diversity homepage at http://www.kent.ac.uk/hr-equalityanddiversity/
- click on the e-learning link (top button on the right-hand side menu)
- the first paragraph on the e-learning webpage introduces the ‘Diversity in the Workplace’ module.
- click where the link is highlighted as 'here' and complete the registration process. You will need to think of a unique username and password and make a separate note of each.

If you have any difficulty registering, or are unable to access a computer, please contact equalityanddiversity@kent.ac.uk or call +44 (0)1227 827825.

The EDI Network represents the views of staff and students, and acts as a channel of communication for equality, diversity and inclusivity topics. Membership includes the departmental EDI Representatives, Harassment Contacts and Students' Union. You can contact your departmental EDI Rep or a Harassment Contact for advice and support; a list can be found at: http://www.kent.ac.uk/hr-equalityanddiversity/support/groups/network.html.