

## **Staff Networks**

To support employees and build an inclusive community. University College of Birmingham have established eight staff networks. These networks provide a safe space for discussion, feedback, and advocacy for specific identity groups. These networks are:

1. Men's Network – Supports men's well-being, work-life balance, and professional development.
2. Women's Network – Promotes gender equality, leadership, and workplace support for women.
3. Parents, Carers, Maternity & Paternity Network – Provides a supportive space for parents and carers, advocating for family-friendly policies.
4. LGBTQ+ Network – Creates an inclusive space for LGBTQ+ staff and allies, raising awareness and supporting equality.
5. Race, Religion & Spirituality Network – Supports racial, ethnic, and religious diversity, fostering intercultural understanding.
6. Disability & Well-being Network – Advocates for staff with disabilities and long-term health conditions, promoting accessibility and mental well-being.
7. Neurodiversity Network – Supports neurodivergent staff, raising awareness and advocating for workplace adjustments.
8. Global Majority Network – Represents Black, Asian, and ethnic minority staff, championing racial equality and cultural awareness.

### **Staff Network Meetings**

Each staff network meets three times a year to:

- Provide a safe space for staff to discuss concerns and experiences.
- Give feedback to the university to improve policies and practices.
- Organise events, webinars, podcasts, and awareness initiatives.

## **EDI Champions**

EDI Champions play a key leadership role in promoting diversity, equality, and inclusion across University College of Birmingham. They are responsible for:

- Leading Staff Networks – Ensuring each network provides a space for discussion, support, and advocacy.
- Organising Events & Campaigns – Raising awareness through workshops, cultural celebrations, and networking opportunities.
- Hosting Webinars, Podcasts, & Exhibitions – Sharing expert insights, lived experiences, and key EDI topics.
- Writing Blogs & Articles – Highlighting personal experiences and perspectives to promote understanding.
- Attending EDI Forum Meetings – Representing staff voices in university-wide EDI discussions.

### **Impact of EDI Champions**

- Helps shape an inclusive university culture.
- Encourages staff and student engagement with EDI initiatives.
- Advocates for policy changes and workplace improvements.
- Supports the personal and professional development of underrepresented groups.

# **Equality, Diversity and Inclusion Forum**

The EDI Forum is a university-wide platform where staff, students, and senior leaders come together to discuss and improve equality, diversity, and inclusion at University College Birmingham.

## **EDI Forum Responsibilities**

The EDI Forum meet three times a year to:

- Review policies to ensure they support inclusivity and fairness.
- Address concerns and feedback from staff networks and EDI Champions.
- Monitor progress on EDI initiatives and measuring their impact.
- Identify new opportunities to create a more inclusive environment.

## **How the EDI Forum Benefits University College Birmingham**

- Encourages open dialogue on EDI-related issues.
- Ensures staff and students to have a voice in shaping university policies.
- Helps the university stay accountable to its diversity and inclusion commitments.
- Drives continuous improvement in creating a welcoming, fair, and accessible institution.