

- To enhance the **WELLBEING** and quality of experience for staff and students
 - To embed **INCLUSION** through exemplar innovative best practice
 - To progress **EQUALITY**, address the University's global community disadvantage and promote the diversity of
 - Freedom of thought and expression
 - Freedom from discrimination
- The University's diversity plays a key role in sustaining its academic excellence**

Our principles and values

Guiding Equality

Supporting Equality

Providing expertise and resources for Athena SWAN Awards



WiSETI Annual Lecture

Introduced in 1999, the WiSETI initiative hosts Annual Lectures, sponsored by Schlumberger, featuring inspirational women scientists addressing issues for women in STEMM



Championing Equality



Equality & Diversity at University of Cambridge

2015 www.equality.admin.cam.ac.uk
2016 equality@admin.cam.ac.uk
 (01223 3)32286

Equality Champions



“We believe in the dignity of all people and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution that diversity brings to our community. Our aspiration is for Cambridge and the wider region to be safe, welcoming and inclusive.”

Professor Boris Leszek Borysiewicz

PVC for Institutional and International Relations

Professor Ellis Ferran

Advancing Equality, Inclusion & Wellbeing

Support for Staff & Students

Including

- Diversity networks
- People Matter Week
- Family friendly practice for parents and carers
- InterConnect & inclusion
- Health & Wellbeing
- Events



Developing Best Practice

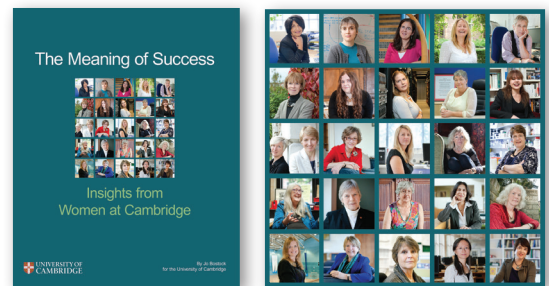
Including

- CV Scheme for SAP
- Senior Equality Networks
- Collaborative work with Colleges
- Cambridge Equality Pledge
- 30% Club Higher Education Initiative
- Diversity Lectures for Race, Disability, LGBT History Month and International Women's Day
- Returning Carers' Scheme



The Meaning of Success: Insights from Women at Cambridge

www.cam.ac.uk/womenatcambridge



E&D Information & Reporting

www.equality.admin.cam.ac.uk/reports

Including

- Annual data reports
- Equality Assurance Assessments
- National benchmarking
- Biennial Equal Pay Reviews

Provision of Training, Guidance & Resources

www.equality.admin.cam.ac.uk/training

Including

- E&D online training
- Addressing unconscious bias
- Faith & Diversity calendar
- E&D Schools Liaison