

InterConnect Action Plan 2014-17

1. INTERCONNECT WORKING GROUP (ICWG)				
	RECOMMENDED ACTIONS	LEAD	TIMEFRAME	PROGRESS
1.1 Maintain the InterConnect Working Group (ICWG) , with membership that is representative of the institution, chaired by the Race Equality Champion	<ul style="list-style-type: none"> Review membership and remit of InterConnect Working Group to ensure that it reflects the priorities of the Action Plan. Consider inclusion of representatives from Human Resources, Academic Division, Personal and Professional Development and sustain links to students. 	E&D Committee	Michaelmas 2014	Regular reports to the E&D Committee
1.2 Continue to address race equality matters aligned with the IC initiative	<ul style="list-style-type: none"> Raise the profile of the IC initiative across the institution through production of biannual IC bulletins and occasional events 	ICWG/E&D Section	On-going	Biannual IC bulletins
	<ul style="list-style-type: none"> Hold an alternate biennial InterConnect event as part of People Matter Week 	ICWG/E&D Section	2015/16	Engagement activities
	<ul style="list-style-type: none"> Maintain links between the ICWG, the Race Equality Champion and the BME Staff Network 	Race Equality Champion	On-going	ICWG meetings/ Network meetings with Champion
	<ul style="list-style-type: none"> Resource initiatives to celebrate Black History Month annually 	E&D Section	Annual	Engagement activities
	<ul style="list-style-type: none"> Hold a biennial Race Equality Lecture 	E&D Section	2014/15	Engagement activities
2. GOVERNANCE AND SENIOR REPRESENTATION				
	RECOMMENDED ACTIONS	LEAD	TIMEFRAME	PROGRESS
2.1 Seek to increase senior representation of BME and White Other staff and within governance structure	<ul style="list-style-type: none"> Monitor data by ethnicity/nationality of University governance bodies 	E&D Section	2014/15	Report to the E&D Committee
	<ul style="list-style-type: none"> Identify opportunities to redress imbalances or improve representation 	E&D Committee	2015/16	Include data and information in E&D/ IC publications

3. BENCHMARKING					
	RECOMMENDED ACTIONS	LEAD	TIMEFRAME	PROGRESS	
3.1.1	Benchmark University against national and sectorial comparison	<ul style="list-style-type: none"> Develop the work of the University in relation to the race equality so that a decision on participation in the ECU Race Equality Charter can be made in 2015/16 Evaluate relevant national initiatives, such as the ECU Race Equality Charter with a view to participate in 2016 	ICWG/E&D Committee ICWG/E&D Committee	2014/15 2015/16	Reports to the E&D Committee Reports to the E&D Committee
3.1.2	Assess the impact of key procedures and indicators by ethnicity and nationality	<ul style="list-style-type: none"> Produce an annual analysis of University recruitment data by ethnicity/nationality Produce an analysis of the operation of the Contribution Reward Scheme Undertake and equal pay audit biennially by nationality and ethnicity Produce information on staff by ethnicity and nationality (including BME and White Other) for inclusion in the E&D Information Report and for external reporting purposes Undertake EAA on the student attainment and analyse information by ethnicity/nationality 	HR/E&D Section HR/E&D Section HR/E&D Section E&D Section Academic Division	2014/15 2015/16 2015/16 On-going 2014/15	Report to the E&D Committee Report to the E&D/HR Committee Report to the E&D Committee Publications, including the E&D Information Report Report the GB's Education Committee's E&D Standing Group
4. INTERCULTURAL AWARENESS					
	RECOMMENDED ACTIONS	LEAD	TIMEFRAME	PROGRESS	
4.1	Seek to improve institutional intercultural awareness to support inclusive practice for staff and students	<ul style="list-style-type: none"> Develop guidance, including case studies and good practice, in relation to intercultural and interracial awareness Review training/information provision for Post-Docs and PIs in relation to inter-cultural awareness Investigate potential to offer similar training to 	E&D Section & Race Champion OPDA	2014/15 2014/15	Publication of guidance Pilot and Report to the E&D Committee

	other staff groups within the University	OPDA/PPD/ E&D Section	2015/16	Report to the E&D Committee Events held from 2015
	<ul style="list-style-type: none"> • Include intercultural training as part of the University's People Matter Week 		2014/15	
	<ul style="list-style-type: none"> • Develop an IC booklet on the topic of intercultural awareness 	E&D Section	2015/16	Publication distributed
	<ul style="list-style-type: none"> • Identify sources of information that could be shared with new arrivals in Cambridge 	OPDA	2015/16	Launch of web pages