



University College EDI Objectives

2025 - 2029

University College Oxford (Univ) is committed to creating a college culture which is inclusive and where the diversity of its staff and students is valued and respected. Open and respectful discussion of ideas are central to the college's mission of advancing education, learning, and research. Equality and inclusivity provide the foundation for diverse opinions and voices to be heard.

Our EDI objectives for 2025 to 2029 are:

- To continue to ensure that the college's overall strategic objectives are developed and informed in line with Univ's ongoing commitment to equality, diversity and inclusion.
- To continue to grow a culture that values diversity and respects difference through
 - Training and Development
 - Being clear about acceptable and unacceptable behaviour
 - Fostering opportunities to build community cohesion
 - Engaging with staff concerns through the staff forum
- To develop a policy to frame the College's ESG ambitions.
- To continue to diversify the college's staffing (academic and non-academic) and student profile through targeted initiatives e.g. Beacon Programme.
- To learn from good practice in national and international organisations.
- To review sources of historic funding and continue to ensure the College environment is reflective of the College's commitment to promoting diversity in its built environment.