

2025-26 EDI priorities for Centre for Environmental Policy, submitted by Morena Mills

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1. Foster an aware, thoughtful and inclusive approach is embedded for all CEP staff	Mental health and wellbeing, gender, disability and neurodiversity	Advocate and encourage staff to undertake unconscious bias training (if needed by running the training within the department).	Currently we have low levels of attendance	EDI committee	Encourage current staff to complete unconscious bias training in advance of ARC cycle for 2026.	Evidenced by >50% current staff on permanent contracts trained within first two years rising to 80% by ARC 2027.
2. To increase the equality of opportunity for career development for all members of staff	Mental health and wellbeing, gender, disability and neurodiversity	<ul style="list-style-type: none"> (1) Encourage leadership to start advertising the promotion process early. (2) provide support for those with caring responsibilities developing applications, (3) Have workshops to encourage the development of metrics which help the applications. (4) Contribute to workload allocation model. 	<p>Statistics shows similar promotion success for males and females however we hear that many women have not applied for promotion because they are too busy.</p> <p>Women still do a lot of the “hidden work” in the department.</p>	EDI committee	Promotion data monitored annually and staff surveyed every 2 years.	A rise in female applications. 0.5 rise in score for 'Decisions about CEP promotion/progression are made fairly' in the CEP-CCS by 2027.
3. To improve regular communications [about EDI issues and events] to increase a sense of belonging within the CEP	Mental health and wellbeing, gender, disability, ethnicity and neurodiversity	Ensure all EDI events are effectively communicated/included within the newsletter.	Knowledge about these events would be useful for those interested.	EDI committee chairs with help from EDI committee	Event in Q3 2026	<p>0.5 aggregate rise in the scores for questions within the 'Belonging and Inclusion' section of the CEP-CCS by 2027 iteration.</p> <p>More participation by CEP members in EDI events.</p>

4. Community enhancement through social events	Mental health and wellbeing, gender, disability, ethnicity and neurodiversity	<ul style="list-style-type: none"> (1) EDI morning teas to increase profile of EDI committee, (2) EDI focussed talks 	Knowledge of EDI work and issues will make people more accepting.	EDI committee	Events in 2026-2027	Provision of events with attendance of over >15 people in each.
5. Improve staff and student well-being and their access to support structures		<ul style="list-style-type: none"> (5) Provide an annual workshop and guidance on our CEP website focussed on the topic of improving well-being and supporting the well-being of others. (6) Host workshop to co-create solutions for EDI/wellbeing challenges identified in SS & CEP-CCS (7) Ensure EDI section in newsletter is updated and comprehensive (8) Poverty period provisions 	Current scores for mental health and wellbeing	EDI committee	Event in Q3 2026 Maintaining period provisions in all bathrooms	20% rise in knowledge about support systems by the next staff survey (2026) 0.5 rise in score My mental health and/or wellbeing are supported by the CEP and/or colleagues within staff survey
6. To act to prevent harassment, discrimination and bullying and develop a culture of openness, where all feel able to discuss these matters	Mental health and wellbeing	<ul style="list-style-type: none"> (1) Provide and encourage attendance at active bystander training and explore whether this could become mandatory for staff and students (2) Updated CEP leaflets which outline process and signpost support for Harassment, Bullying 	Complaints about bullying	EDI committee	Immediate – Q4 2026	Increasing proportion of the department trained, rising to 90% within five years The leaflets themselves being available to staff and students.