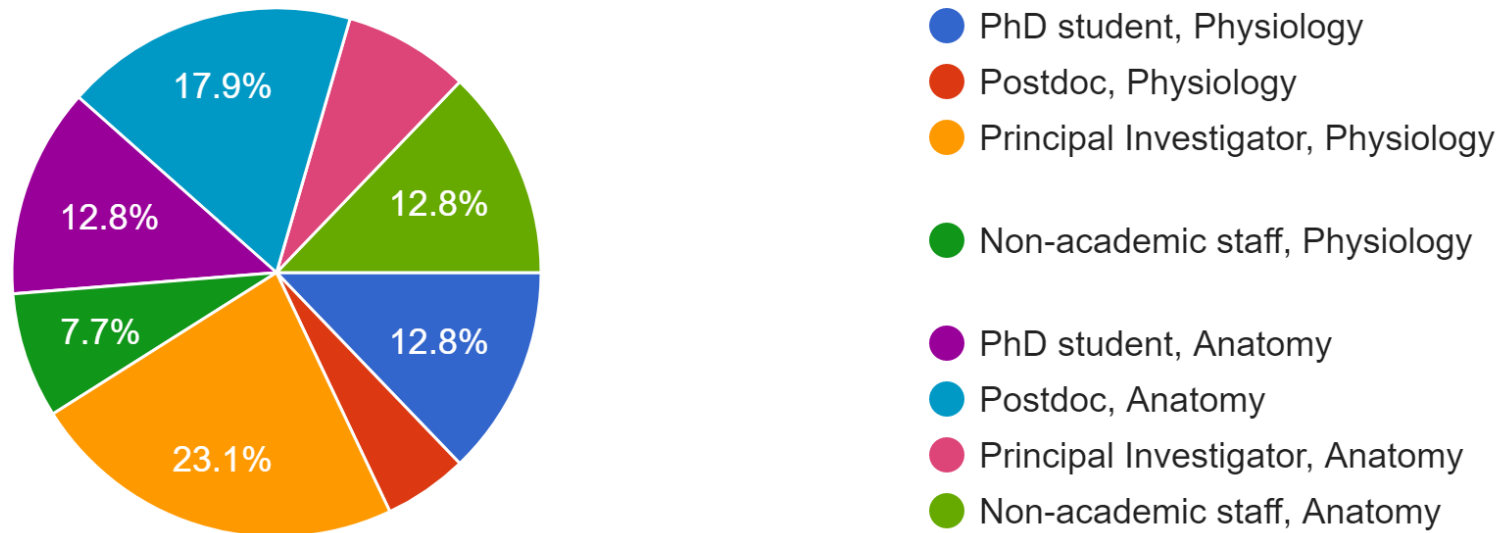


Key points

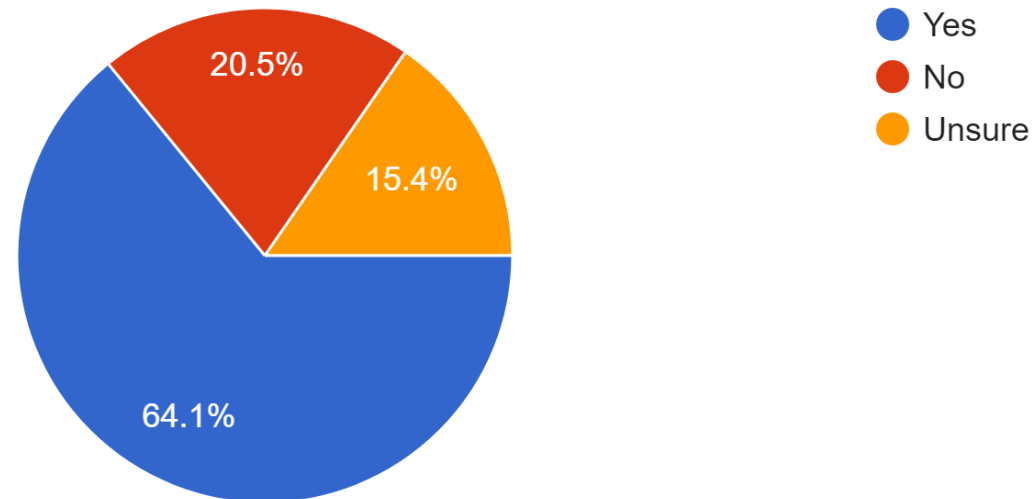
- We had 39 responses across the whole department: We would have liked more participation but in general these were split fairly among job roles and buildings



Key points

- The majority of people knew where to go for information relating to ED&I.

Do you know who/ where to go to for Equality, Diversity, and Inclusivity information?
39 responses

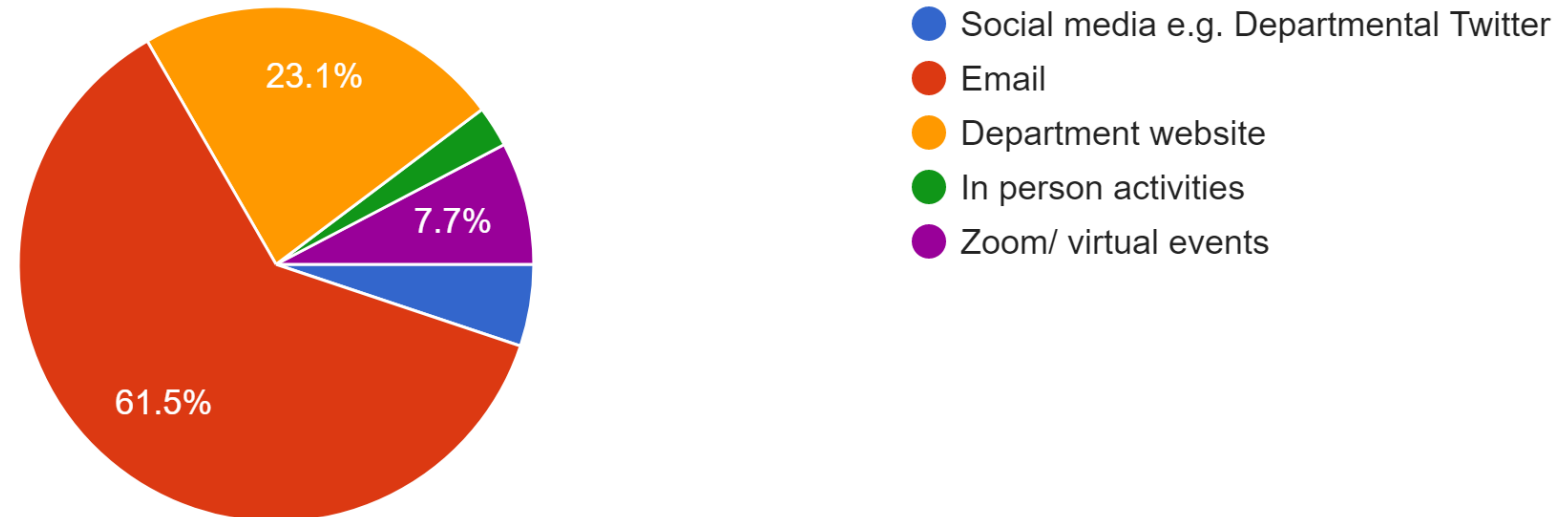


Key points

- Most people would prefer to receive ED&I information via departmental email, followed by the website.

What media would be your preference for receiving Equality, Diversity, and Inclusivity information?

39 responses

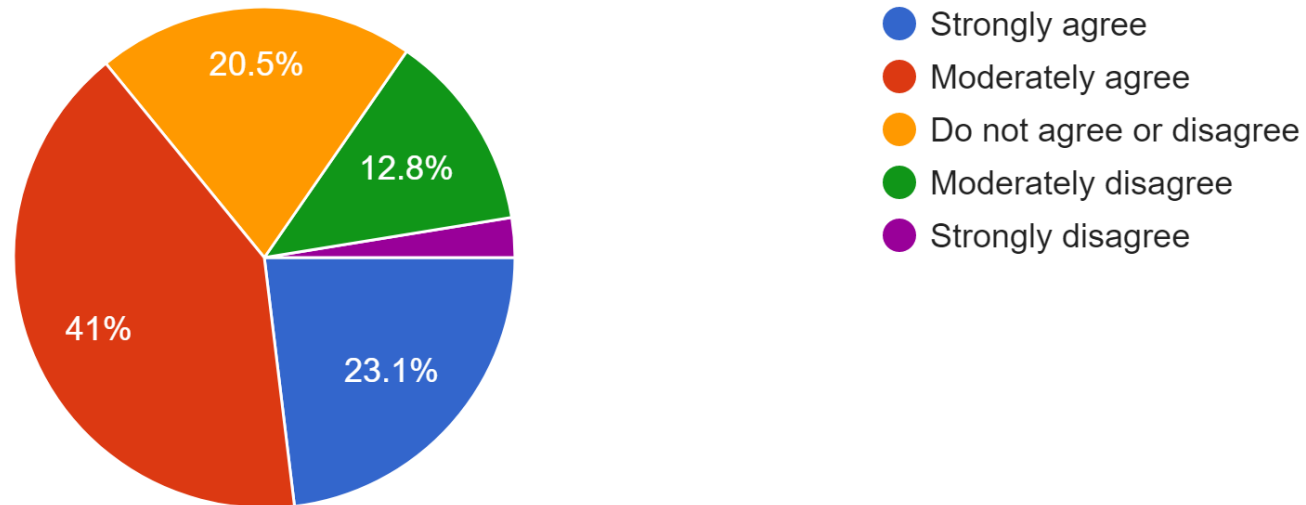


Key points

- The majority (64.1%) of people felt that PDN was inclusive and diverse.

Do you feel that PDN is an inclusive and diverse working environment?

39 responses



Please describe what aspects of ED&I you think that PDN could improve on. For example, more training opportunities, seminars, and more broad use of preferred pronouns.

Training and workshops

Anti bias training and anti racism training for the department

Have a gender neutral bathroom

Mentorship

Better mentorship, more guidance/training/oversight over recruitment practices, clearer commitment to flexible working (eg policies on meeting/seminar timing)

Effective mentorship structure to provide support to anyone based in the PDN department from an underrepresented background.

Bulletin content

Send out regular tips on right and wrong things to say focussing on a different characteristic - disability, race, age, gender - each time?

Better signposting for new disabled/ diverse staff and students to know who to contact

Initiatives that help menopausal women in the workplace, or women who have had career interruptions because of caring responsibilities for example would be welcome.

More consistent use of preferred pronouns

Promoting a culture of diversity

With events, email comms, social gatherings for staff... celebrate how we are different, rather than heaping on more training.

Inclusivity of non-academic staff

Are non-academic staff valued by management and academic staff?

The Department is mostly white, which does not reflect UK demographics