Diversity Champions
(formerly known as Departmental Equality Officers-DEOs)

The aim of Diversity Champion role within departments is to promote awareness of EDI issues and to enhance and embed equality, diversity and inclusion (EDI) within their department in collaboration with the EDI team.

Key Role Overview:

1. To actively promote, celebrate and raise awareness of Equality, Diversity and Inclusion issues.
2. To support and encourage engagement in all equality initiatives.
3. Share and promote best practice with the support from the College EDI portfolio holder and EDI Team.
4. Foster good relationships between all staff and students through promotion of existing EDI related events or training.
5. Engage and communicate regularly with staff (and students) at a local level on matters concerning EDI. Representing their views collectively at relevant meetings and committees.

All existing DEOs will automatically transfer into the new Diversity Champion role. We also welcome new members of staff to come forward as Diversity Champions.

Additional Information

The role would suit a member of staff with the following interests:

✓ An interest and commitment in further promoting equality, diversity and inclusion
✓ Staff with an ability to encourage collaboration, engagement and change at a department level
✓ A person who enjoys organising events and encouraging participation and involvement
✓ Ability to initiate and oversee small-scale projects
✓ Ability to collate and present data and findings in various formats
✓ Individuals who enjoy collaboration and learning from their peers

Training and support will be provided by the EDI Team for Diversity Champions. There will also be three networking and development events throughout the year to come together and learn from each other.

Support that will be offered:

✓ A full day’s training and regular CPD events
✓ Peer support
✓ An opportunity to attend relevant EDI events to support learning and best practice
✓ Recognition through the PDD process
What will be required from Diversity Champions:

- Demonstrate their understanding of equality, diversity and inclusion and be willing to embed it proactively.
- Be able to maintain objectivity in supporting and sign-posting staff and students.
- Willing to collaborate and engage others across the department to spread best practice and opportunities to advance EDI.
- Stay in the role for a period of 2 years.
- Willing to lead on and involve others in any projects that might enhance your department’s EDI profile.
- Be able to attend three annual meetings/training and any local meetings
- Maintain confidentiality where required.

Some examples of activities that a Diversity Champion may carry out:

- To engage with staff and students at a college or departmental level on initiatives held in order to promote EDI and share examples of good practice.
- To support the college EDI portfolio holder in embedding the colleges commitments and actions relating to EDI.
- To signpost individuals to the various services which are already available to them, such as training, counselling, HR, coaching, mentoring, Union Reps etc.
- Cascade news of events, changes to policy and procedures, best practice and developments in EDI to colleagues through newsletters, meetings, presentations, website, intranet etc.
- Celebrate successes, through organising of local events, e.g. film showings, celebration of certain days and months as shown in the Diversity Calendar, lunchtime activities.
- Work at the College level to establish EDI training needs there may be, and to work with the EDI Team and OD Team to implement local training and development solutions.
- Assist the HODs/Senior Managers to produce local E&D priorities supported by local action plans.

This list is not exhaustive, it is simply to provide a few ideas of some of the activities that a Diversity Champion may wish to get involved in.