Leading change: Towards an inclusive and accessible department

Equality Diversity and Inclusion Conference 2022: Inclusive Institutions in Action, Advance HE

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Structure of this session

- Pandemic work

- Exploratory work

- Consultations

- Action Plan
  - Students:
    - VLE
    - Panopto
    - Meetings
  - Staff

- Extension and expansion

Pandemic Work

- Inclusive Exams
- Time zones
- Carers
- Sharing computers
- Access to quiet space
- Reasonable adjustments

Exploratory work

- ITS
- Disability Team
- Library
- Learning and Teaching team
- Legal
- School leads

Action Plan 2020-2021

- Exploratory work
- Produce VLE and classroom management checklists
- Produce templates for VLE
- Run workshops for module leaders

Action Plan 2021-2022

- Run staff development sessions
  - Disability, Dyslexia, Neurodiversity, Mental Health, Assistive Technology
- Run termly VLE workshops
- Checking system for VLE pages
- Student feedback

Student Feedback (42 students)

- The structure of the VLE was rated inclusive and accessible by 88% of the students

- 62% of the students thought the VLE had improved since the previous year of study at Goldsmiths

- In their free text, they said the structure was easy to navigate, module pages were neater

- Things that were not working were flagged about 3 specific modules which we were able to address immediately.

- Students said the way Panopto displayed recordings were messy. We produces guide for staff as a response.

Action plan 2021-2022

- Based on feedback:
  - Inclusive lecture recording (Panopto)
  - Inclusive MS Teams meetings
- To Do:
  - Power Point (and what else?)
  - Emails
- Staff disability support

Action Plan 2022-2023

- Repeat staff development

- Repeat module set up workshops

- New areas
  - Staff and student recruitment
  - Staff and student induction
  - Staff workloading
  - Staff performance and promotion

What next?

- Rolling out to other departments
- Extending to other protected characteristics

Thank you

- Any Questions?