HSU's EDI Training for Society Inductions

What is EDI?

- Equality, Diversity and Inclusion

- Commitment to these principles

- **Liberation groups:** Groups that face oppression and marginalisation by wider society

- **Access groups:** Groups that face barriers with accessing and participating in higher education e.g. university

Why EDI?

- Equality Act (2010) - It's a legal requirement!

- 71% of students fit into a liberation or access category

- You are responsible for a society and student leaders - you have influence over the general culture of your peer group

Being an Ally

Allies not experts

- Eagerness to learn
- Self-awareness
- Fragility & humility
- Accountability
- Commitment

Committee Portal

We have a hub of information on EDI on the Committee Portal. Click onto the Inclusivity and Accessibility tile:

Inclusivity and accessibility

Committee Portal

Portal

The Committee Portal is home to all the resources you'll need as a society committee member. Do yourself a favour and save it to your favourites (you'll thank us later).

Liberation Societies

Liberation Societies are groups of students who are typically disadvantaged within society.

Current Liberation Societies include:
- Black, Asian and Minority Ethnic (BAME) Society
- LGBTQ+ Society
- Womens' Society
- Disabled students*

These Societies may receive some extra support due to their varying needs .

Hallam Students' Union

Our Equality and Diversity Officer committee role

- **The role:**
  - Championing EDI and being a point of contact for society members
- **Expectations from us:**
  - Listen, open minded
  - Signpost to resources e.g. Report and Support
  - Flag issues and concerns to the Societies Team
- No longer a core role, now an additional role – EDI is a shared responsibility amongst all committee members.

Accessible Events SU Policy (1)

- Passed in November 2023
- Lasts until November 2026
- In 2023, there were 8000 Disabled students at Hallam

About:

- Ensuring that all SU events are accessible and inclusive – includes student-led society events

https://www.hallamstudentsunion.com/union/council/

Accessible Events SU Policy (2)

Tips for societies to meet this policy:

- Ticket questions on Native – e.g. Do you have any accessibility needs/requirements? that we should be aware of?

- Detailed event descriptions

- Willingness to be adaptable and flexible

https://www.hallamstudentsunion.com/union/council/

Anti-Racist SU Policy

- Passed in November 2023
- Lasts until November 2026

About:

- The SU taking an active stance on combatting racism and promoting diversity
- Education and awareness

https://www.hallamstudentsunion.com/union/council/

Some students are ...

- Commuters

- Parents

- Carers

- Neurodiverse

- Physically disabled

- International – language/cultural differences as a barrier

What should you consider ...

Carers, Commuters and Parents
- Location of your event - May not be on city or collegiate campus often
- Alcohol based events – Driving to and from
- Online events instead
- Childcare arrangements

Neurodiversity
- Noise – quiet spaces, music volume
- Lighting
- Small vs large groups
- Structure – conversation, activities

What should you consider . . .

Physically disability
- Access to toilets
- Ramp accessibility

Religion, faith and language
- Consider the dates and times
- Food options
- Overnight trips – prayer spaces

Gender and sexual orientation
- Biases
- Asking for and using pronouns

Raising Concerns

- Speak to the Societies Team at activitiesadmin@shu.ac.uk
  - Student will need to contact us directly saying which society they are in

- University's Report and Support – here

- SU Formal Complaints Procedure – here