



M25 Consortium of Academic Libraries

EQUALITY AND DIVERSITY AT LONDON SOUTH BANK UNIVERSITY

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9th June 2006

Equal Opportunities v. Diversity

Reactive

- Concerned with legal compliance
- Focused on treating everyone alike
- About “doing the right thing for disadvantaged groups”
- About helping “them” join “us”

Proactive

- Looking beyond legal compliance
- About treating everyone fairly but not necessarily in the same way
- About critically looking at “us” ourselves and eliminating aspects of our culture that stop us from being inclusive
- About preventing “us” excluding “them”



Become what you want to be.



What does Diversity mean for LSBU?

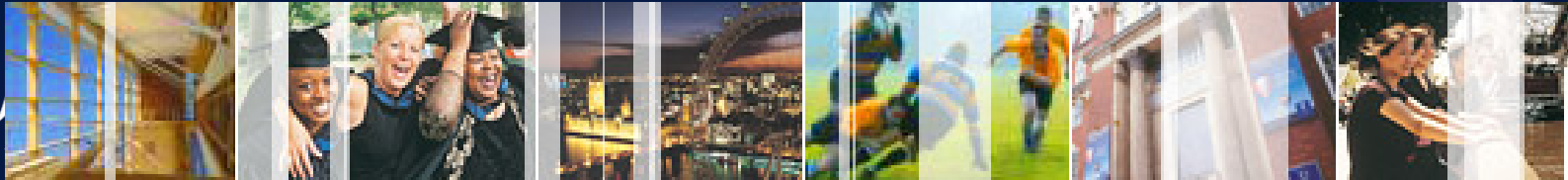
- Using everyone's talents to the full
- Ensuring that selection decisions and policies are based on objective criteria, not prejudice
- Making LSBU more attractive; the "University of Choice" for students, staff and employers
- Improving retention, making recruitment equitable and accessible



Equality & Diversity Strategic Vision

London South Bank University-
the university of choice and centre of
excellence for diversity and equality

Key to our competitive advantage

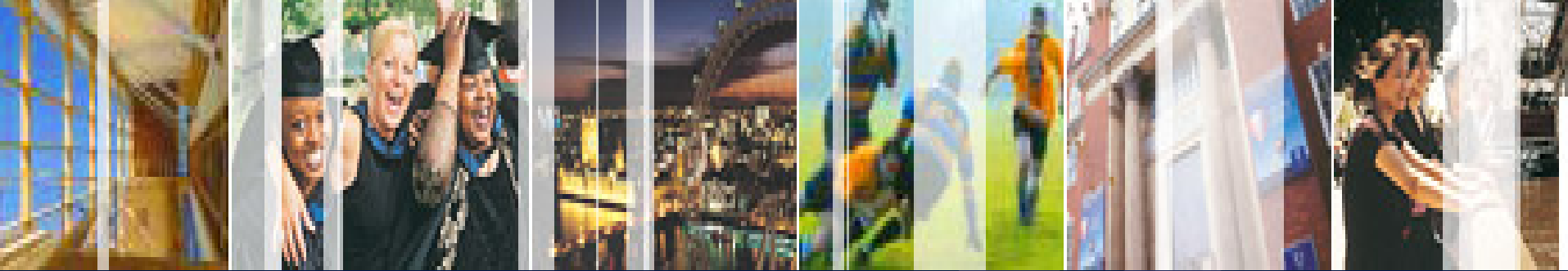


Our Aim...

- To integrate Diversity into all aspects of University life
- To establish a University and Departmental climate in which all staff and all students can flourish
- To establish a learning community in which all staff are committed to fostering a fair and equitable environment for all
- To foster Diversity among our partners and in the local and Capital community



LSBU Profile



- 21,000 students
- 85 countries
- 59% female / 41% male
- 4.2% - 1 of 9 forms of disability
- 60% BME
- 61% mature students
- 66% of undergraduates enter without traditional qualifications
- 71% of full-time undergraduates not required pay fees
- Only 1 in 5 have traditional qualifications on entry
- 1700 staff

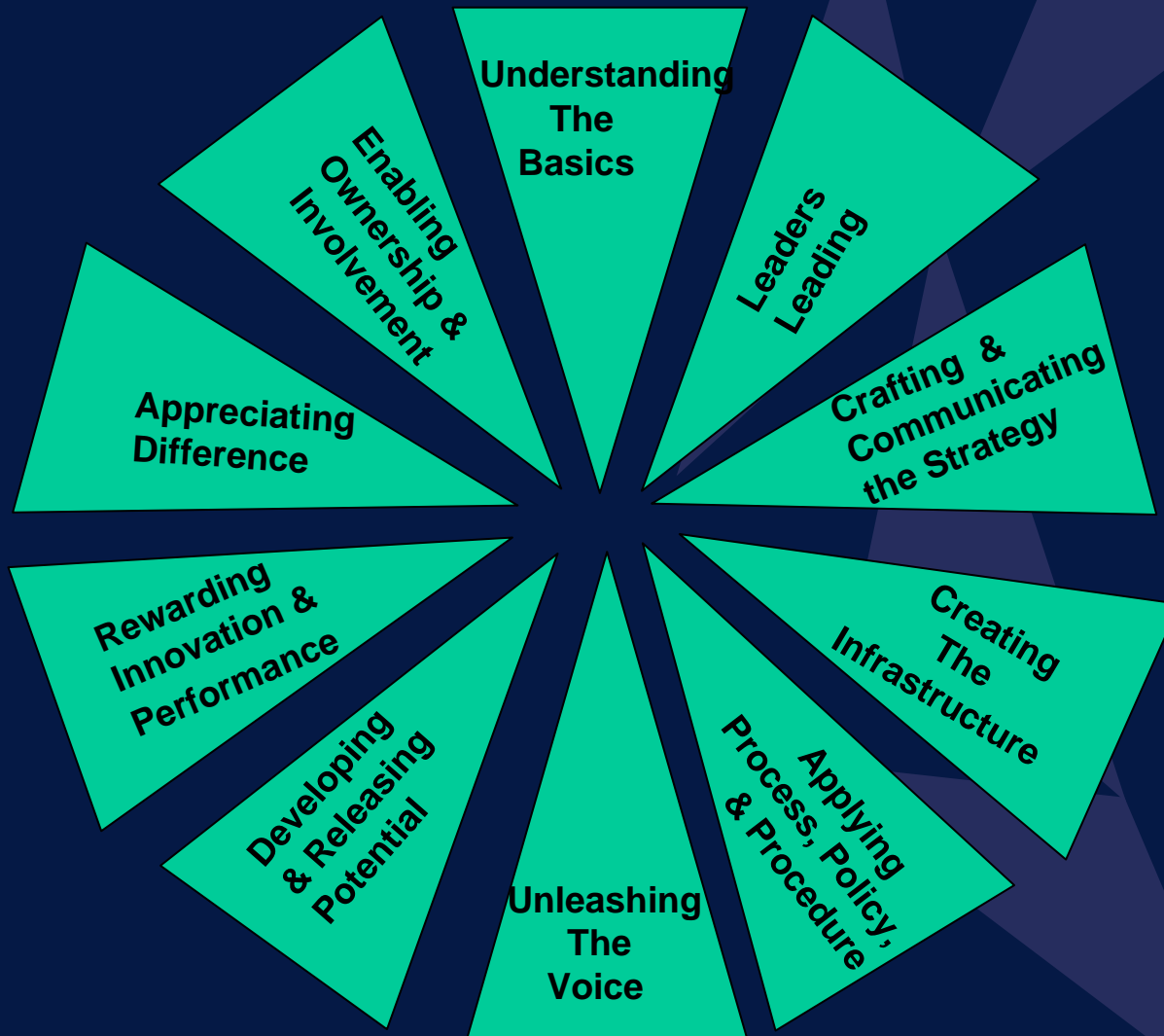
E&D: Conditions for Success

- Organisational Vision
- Clear Accountability
- Senior Management Commitment
- Effective Communication
- Auditing and Assessment of Needs
- Co-ordination of Activity
- Clarity of Objectives
- Meaningful Evaluation

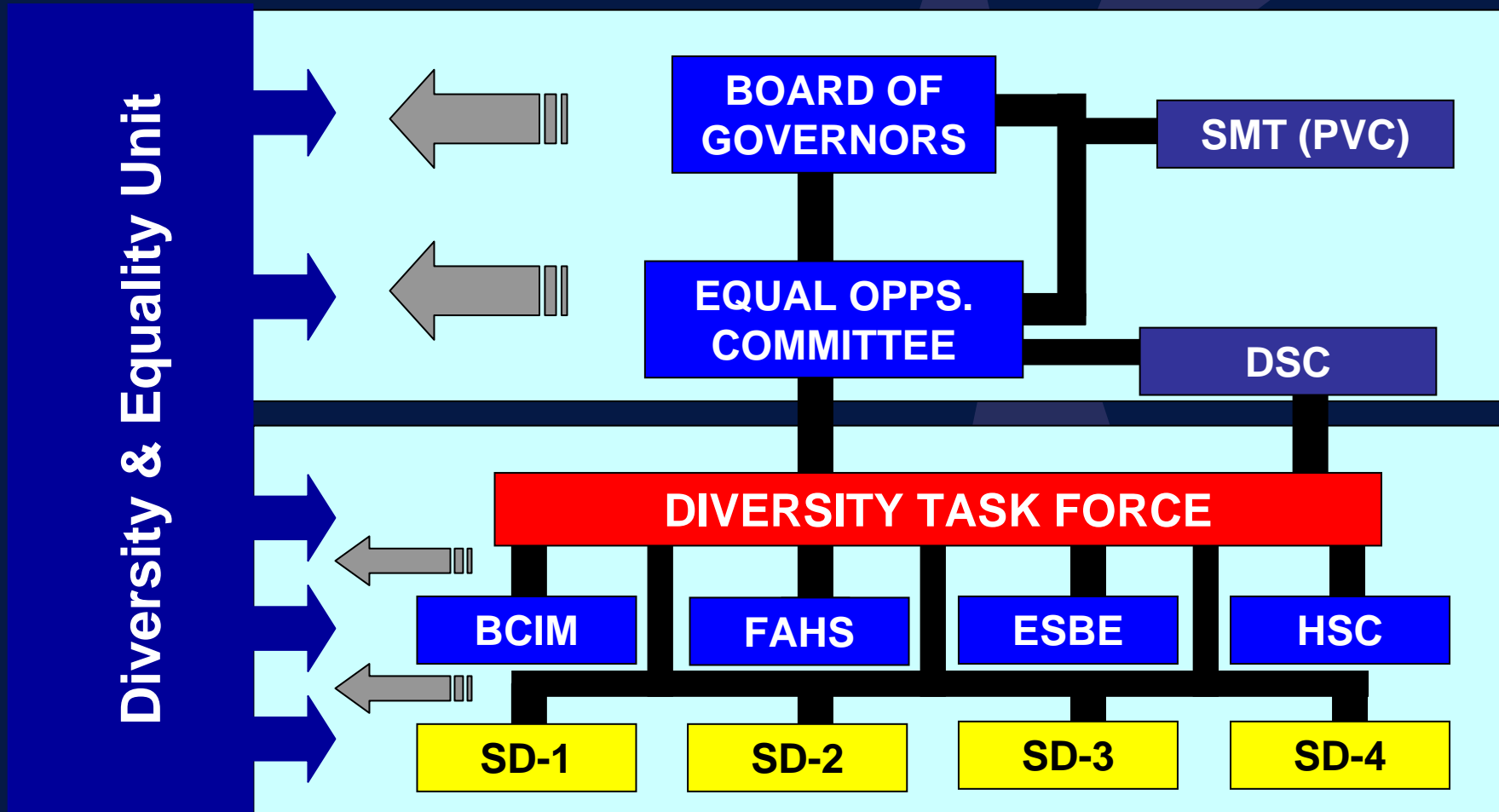


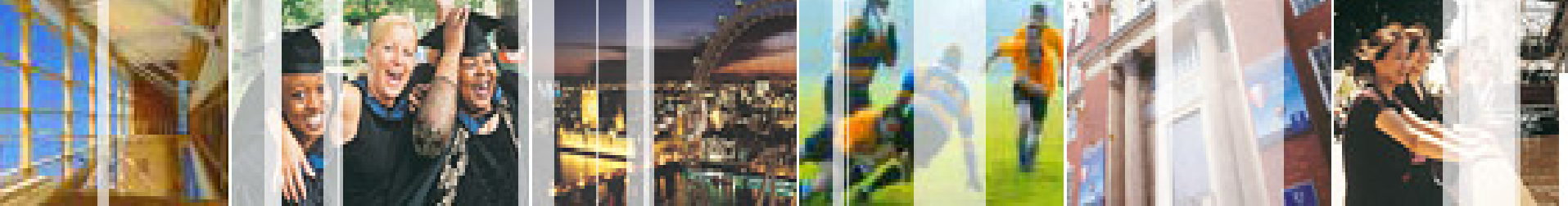
The Journey So Far

A Framework for Change



Support Infrastructure





360 - Leading Up, Down, Across Equality & Diversity Task Force

Taking Personal and Collective Responsibility



Networks @ LSBU



21st October 2005

Black History Month

Ethnic Minorities in Higher Education
IS THERE A FUTURE?





Linking & Integrating E&D

Developing strategic alliances and partnerships across the institution



Laying the Foundations For Success

Activating Policy & Developing
Professional Practice



Articulating & Aligning our Core Values

LSBU as a learning community
based on reciprocal commitments
& associated behaviours



Beyond the Campus

LSBU as a living community
extending beyond its physical boundaries and
taking social responsibility

What's Next



Making a *real* difference

