

## LAHP Equality, Diversity and Inclusion Policy

LAHP has a strong commitment to equality, diversity and inclusion. We are committed to the provision of equality of opportunity for all of our applicants, students and staff. We are committed to a community in which all people can learn, work and interact freely without fear of discrimination, prejudice or harassment. All applicants, students, staff, supervisors and stakeholders will be treated equitably and will not be accorded less favourable treatment on the grounds of: gender, marital / civil partnership status, sexual orientation, gender re-assignment, race, colour, nationality, ethnicity or national origins, religion or similar philosophical belief, spent criminal conviction, age or disability (see <https://www.ukri.org/about-us/equality-diversity-and-inclusion> and HEI and non-HEI partners' policies for further information; also see the Leading Routes report (2019) 'The Broken Pipeline: barriers to Black PhD students accessing research council funding' and Royal Historical Society report (2018) *Race, Ethnicity and Equality in UK History*).

## LAHP Equality, Diversity and Inclusion Action Plan, 2019/20

*For discussion and approval by the Core Management Group (October 2019); report to Governing Council (January 2020); progress against objectives to be reviewed in June 2020 and new action plan developed for the following year.*

Objective	Activity	Timescale	Lead
1. To conduct an annual EDI audit of the studentship competition.	1.1 To review applications and outcomes 1.2 To review composition of Subject Area Groups, Disciplinary Panels and Studentship Award Panel (people, subject expertise, institution); 1.3 To report to Core Management Group and Governing Council with recommendations.	Review of 2018/19 competition by October 2019; review for current year by June 2020. Review of composition of SAGs, DPs and SAP by November 2019; report to CMG in October 2019 and GC in Jan 2020.	AB
2. To work with partners (HEI and non-HEI LAHP partners, AHRC, other DTPs/DTCs, learned societies and other bodies) to develop priorities and actions to improve equality, diversity and inclusion in arts and humanities research and careers.	2.1 To contact AHRC about potential for 1+3 studentships and about RHS recommendation for BAME studentships 2.2 To request that AHRC puts EDI on its agenda for 2019/20 meeting of DTPs 2.3 To participate in a meeting of learned societies about their EDI work at RGS-IBG 2.4 To meet with JD Hill about approaches to EDI in London based DTCs	By June 2020	AB

	2.5 To develop effective ways of influencing the wider arts and humanities sector.		
3. To promote EDI policy and priorities within LAHP.	<p>3.1 To include EDI as a standing item on the agenda for the Core Management Group and Governing Council.</p> <p>3.2 To address EDI in the Director's induction talk for new students and supervisors.</p> <p>3.3 To include EDI policy in student and supervisor handbooks and on the website, with links to relevant resources / reports.</p> <p>3.4 To complete an EDI audit of the LAHP website, images and communications</p>	From October 2019	AB
4. To review the studentship competition and ensure that it is fair and transparent.	<p>4.1 To develop a wider pool of SAG chairs and members to ensure greater diversity</p> <p>4.2 To review the application form to re-balance content required from students and supervisors and to highlight the originality of the research</p> <p>4.3 To expand 'prior attainment' to include but also extend beyond academic attainment</p> <p>4.4 To provide training (including on unconscious bias) for all SAG and disciplinary panel chairs and members.</p>	Scope of review to be agreed at Core Management Group in October 2019; recommendations to be discussed and agreed by CMG in December 2019; report to Governing Council meeting in January 2020.	AB
5. To increase the ethnic diversity of applicants to LAHP.	<p>5.1 To effectively disseminate application guidance</p> <p>5.2 To promote the studentship competition across all HEI and non-HEI partners and beyond, including to MA students</p> <p>5.3 To hold a series of open sessions for prospective applicants (students and supervisors) at each HEI partner</p> <p>5.4 To encourage students to contact the LAHP team for advice on potential supervisors</p> <p>5.5 To be proactive with non-HEI partners about promoting priority areas for CDA studentships.</p>	By application deadline – 31 January 2020	AB and HB

<p>6. To ensure team supervision of LAHP studentships.</p>	<p>6.1 To ensure a team supervisory model (either joint or first + second supervisor)          6.2 To work with HEIs on EDI training for LAHP supervisors          6.3 To encourage cross-HEI and cross-disciplinary supervision (enhancing student networks)</p>	<p>To check at application and award stage; encouragement of cross-HEI and cross-disciplinary supervision at all meetings with HEIs.</p>	<p>AB and HB (checking ?VF)</p>
<p>7. To provide a training and cohort development pathway on EDI.</p>	<p>7.1 To organize training and cohort development activities on EDI for research and future careers within and beyond academia          7.2 To work with organizations such as Museum Detox and Project Myopia to deliver EDI training.          7.3 To encourage student-, staff- and non-HEI led funding applications on EDI.</p>	<p>Sessions to be developed for 2019/20, leading to an EDI pathway from 2020/21</p>	<p>HB</p>
<p>8. To ensure that collaborations and partnerships benefit all LAHP students.</p>	<p>8.1 To organize a placement event in January to promote opportunities to all LAHP students (including applying for six month funding extension to fund placements and other work).          8.2 To monitor applications and outcomes for placements.          8.3 To work with non-HEI partners to identify placement opportunities on diversifying the arts and humanities sector.</p>	<p>Placement event in January 2020; monitoring of applications and outcomes by June 2020; ongoing work with non-HEI partners on placement opportunities.</p>	<p>AB and HB until new Deputy Director (C&amp;P) starts; support from Senior Support Officer</p>
<p>9. To ensure that the application process for additional LAHP funding is fair and transparent.</p>	<p>9.1 To monitor applications and outcomes for all funding schemes.          9.2 To promote opportunities (including for placements) as widely as possible to all LAHP students and supervisors.</p>	<p>Recording of data after each application deadline and monitoring by June 2020; ongoing promotion of funding opportunities (including at welcome and induction event and in student and supervisor handbooks); ongoing development of case studies.</p>	<p>?HB and VF</p>

	9.3 To feature case studies of students on the website, including from under-represented groups.		
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