LAHP | The LONDON ARTS & HUMANITIES PARTNERSHIP

LAHP Equality, Diversity and Inclusion Action Plan

2020/21

LAHP's Strategy 2020-25 includes the fundamental commitment to become more equal, diverse and inclusive in our recruitment and working practices and to promote positive change for our students and staff, across our HEI and non-HEI partners, and in the arts, cultural and heritage sectors in London and beyond. Key priorities and targets will be set and reviewed by an annual evidence-based action plan and implemented through collaborative work with students, partners, other DTPs and other organizations.

This action plan has been developed in response to recommendations in the Advance HE report commissioned by LAHP and LISS ESRC DTP and discussion at the EDI workshop on 18 November 2020. It has been revised following discussion at LAHP's Core Management Group and feedback from student representatives. The EDI action plan was approved by LAHP's Governing Council on 27 January 2021.

Progress against the EDI action plan will be reviewed by LAHP's Governing Council, Core Management Group and Student Feedback Forum in their final meetings of the academic year.

Strategic objective	Actions	Evidence of success	Timescale	LAHP team
Awards				
1.4 To run the open and CDA studentship competitions in a way that is fair and transparent and complies with LAHP's fundamental commitment to become more equal, diverse and inclusive.	Review of information, advice and guidance to applicants to ensure clarity and accessibility, including on (i) assessment criteria and the review process and (ii) expectations about the research proposal Wide and equal distribution of information, advice and guidance via online sessions, LAHP website and to HEIs via CMG Recruitment of more balanced and diverse SAG membership Training for all SAG members, including on key principles, unconscious bias and wider structures of inequality. New training session for SAG chairs. By ensuring that all SAGs, DCs and Studentship Award Panel follow correct procedures in the assessment of applications New template for fair recruitment in CDA interviews	Positive outcome of (i) survey of applicants and (ii) annual review of studentship competitions by Governing Council and AHRC Annual audit of SAG / DC membership, with increased diversity compared to 2019/20 Positive evaluation of training sessions for SAG members and chairs Positive responses on EDI in the annual evaluation of the OSC (SAG members and chairs; SAP members; LAHP team). Completion of interview templates in CDA competition	CDA studentship competition – July 2020 to late April 2020/21 OSC – late November to late April 2020/21, including training for SAG members and chairs (January 2021). Governing Council meeting 7 July 2021. AHRC annual report for 2020/21 (likely deadline January 2022). Report on OSC evaluation to be presented to CMG on 23 June 2020 and to inform changes in 2021/2.	CDA competition: AS and VF Open competition: AB, HB, LK and MSE
1.5 To promote positive change to increase the number and success of students applying from Black and Global Majority backgrounds and from other under-represented groups at LAHP	Completion of Advance HE report (commissioned by LAHP and ESRC LISS DTP) and implementation of key recommendations Launch and promotion of LAHP's Black and Global Majority studentships in the OS competition	Adoption of priority recommendations in the Advance HE report in LAHP's EDI action plan and other work Increase in the number and success of students applying from Black and other Black and Global Majority backgrounds and from other under-	Advance HE report submitted November 2020. Black and Global Majority studentships: launch in December in OS competition;	CDA competition: AS, VF OSC: AB, HB, LK, MSE

	New LAHP Student Ambassador Programme to encourage applications particularly from students from Black and Global Majority and other under-represented groups through (i) talks and networking activities and (ii) short films to showcase student experience, including from diverse and non-traditional students. Promotion of CDA and OS competitions through Black and Global Majority networks in Arts & Humanities subject areas Revision of LAHP's Diversity Monitoring Form to provide fuller anonymised information about applicants to CDA and OS competitions and to provide the evidence base to specify other under-represented groups. Annual EDI audit of CDA and OS competitions to inform LAHP's EDI priorities Work with partners (HEI and non-HEI LAHP partners, AHRC, other DTPs / DTCs, learned societies and other bodies) to identify priorities and actions to promote positive change	represented groups at LAHP, with – in 2020/21 - a *minimum* of 3 open studentships awarded to Black British applicants and 2 more awarded to other UK Black and Global Majority applicants Positive evaluation of LAHP's Student Ambassador Programme (evidence from monthly reports and catch-up sessions; promotion of short films on social media; number of views) Higher completion rate of LAHP's Diversity Monitoring Form through the new online portal Positive outcome of review of EDI in the studentship competition by LAHP's Governing Council and by via annual reports to AHRC Inclusion of LAHP on at least one application to OfS/RE funding scheme	confirmation by SAP in April. LAHP Student Ambassador programme: launch in November; monthly reports; catch up meeting in January; evaluation for CMG and GC in July. Diversity monitoring form: on online application for OS and CDA competitions (December 2020). EDI audit: for CMG and GC meetings in July 2021. Work with partners: two EDI workshops (November and spring); OfS/RE funding scheme – deadline late January 2021.	
Training & Cohort Development				
2.1 To ensure that all LAHP's training activity is delivered in accordance with our commitment to equality, diversity and inclusion	Requirement for all trainers to be familiar with, and to support the LAHP fundamental commitment to EDI and the LAHP Code of Conduct	Circulation of LAHP's Code of Conduct to all trainers	Code of conduct: circulated to all training providers during 2020/21.	HB, LK

	Inclusion of a question related to EDI in the training evaluation forms (e.g. 'Did the session meet your expectations in terms of commitment to EDI?')	Positive evaluation of training sessions from attendees	Evaluation of training: after each session.	
2.3 To develop students' understanding of issues relating to equality, diversity and inclusion	Development of a compulsory training pathway on EDI, informed by the Advance HE report and EDI workshop Work with people and organizations with experience of the barriers faced by under-represented groups to develop training activities Promotion of the LAHP EDI Policy and LAHP Code of Conduct Inclusion of a question related to EDI in the training evaluation forms (e.g. 'Did the session meet your expectations in terms of commitment to EDI?') Work with the student representatives to increase feedback on EDI issues via the Student Feedback Forum	Positive reports on EDI training sessions and events from attendees Increase in applications to Student-led Activities fund and Impact, Engagement & Entrepreneurship Fund informed by consideration of EDI issues Inclusion of LAHP EDI Policy and Code of Conduct at induction and welcome back events and in the student handbook	New EDI training from spring 2021 Inclusion of EDI as a standing item on the agenda for Student Feedback Forum meetings (December, February, May) Induction and welcome back events and student handbook: October 2020	HB, LK
Collaborations & Partnerships				
3.3 To develop new non-HEI partnerships that help us create relevant research opportunities for Black and Global Majority and other under-represented students within a strong support structure	Consultation with HEI partners through a survey to identify key partnerships for LAHP to develop (international and non-HEI partners) Review of existing partnerships and responsive approach to student feedback on them	Increase number of external partnerships (both with new non-HEI and international partners) providing added value to LAHP students and supervisors through study abroad opportunities and placements Ongoing review of LAHP's existing partnerships ensuring that they are in line with our EDI priorities	Survey: January 2021 Collaborations & Partnerships Committee: November 2020 and May 2021 Review of existing partnerships: by GC meeting July 2021	AS, VF

	Prioritising partnerships that bring benefits and opportunity for Black and Global Majority and other under-represented groups			
3.5 To ensure that we support research that is socially engaged; addresses systemic and structural inequalities across the arts and humanities; and utilises transformative methods of engagement and practice to challenge mainstream cultural narratives	New wording for advertising CDAs and review of the proposal form and assessment criteria for CDAs to ensure this type of research proposal is fairly assessed	Increase number of CDA projects that are socially engaged and centred on addressing inequalities	CDA Panel – November 2020	AS, VF
3.6 To ensure that we effectively reach, recruit and support Black and Global Majority and other under-represented students in the CDA competition	Collaboration with academic supervisors and non-HEI partners in identifying suitable CDA projects

Proactive promotion of CDA scheme across existing HEI and non HEI partner network, via LAHP's Student Ambassador Programme, and across institutions that promote further education for Black and Global Majority and other under-represented groups

Assessment of supervisor plans to promote studentship to under-represented groups as part of CDA awarding decision.

New Diversity Monitoring Form for the CDA competition | Increase number of CDA projects that relate to the agreed EDI priority themes

Increase in number of CDA project proposals and students' applications

Increase in applications from Black and Global Majority and other under-represented groups | CDA Panel – November 2020

Collaborations & Partnerships Committee – December 2020, May 2021

Information and Q&A sessions – July and September

EDI audit of studentship competitions by CMG and GC meetings in July 2021 | AS, VF |
| 3.9 To widen student participation in the placement scheme | Promotion of the placement scheme to supervisors via peer to peer advocacy at LAHP supervisor events | Increase number of LAHP students undertaking placements | Student Feedback Forum, December 2020 | AS, VF |

	Promotion of the benefits of working with cultural partners for LAHP students (including those that aspire to academic careers)	Support from supervisors by providing success case studies from the academics' point of view	End of term event – December 2020 Placement event – spring 2021 Supervisor event – spring 2021	
Impact				
4.3 To work with students and HEI and non-HEI partners to enhance equality, diversity and inclusion in Arts & Humanities research and careers	Including EDI as a standing item on the agendas of LAHP's Student Feedback Forum, Collaborations & Partnerships Committee, Core Management Group and Governing Council Supporting LAHP's student-led Black and Global Majority network and other networks Encouraging applications to LAHP's staff- and student-led activities funds on EDI priority areas Work with EDI leads in HEI partner organizations via two workshops per year to identify key priorities and objectives Work with EDI leads in non-HEI partner organizations to identify key priorities and objectives Work with AHRC, other DTPs, learned societies and other organizations to promote positive change in higher education and wider sector	LAHP included as part of at least one application to the Research England / Office for Students call to improve access and participation for BAME students (deadline: January 2021) Liaison between the LAHP team, student representatives and student-led networks to ensure that they are effective and supported, including by raising any concerns via student representatives and/or directly to the LAHP team. Increased number of studentships, training sessions, placement opportunities and staff- and student-led activities fund awards addressing EDI Two workshops per year with EDI leads in HEI partner organizations (first one in November 2020).	See annual workplan for meetings Ongoing facilitation of new student-led networks in partnership with student representatives Deadlines for staff- and student-led activities funds EDI workshops – November 2020 and spring (date tbc) 2021 AHRC DTP/CDP Directors / Managers meetings	SFF, CMG and GC agendas: AB, LK C&P Committee agenda: AS, VF Student networks: MSE, VF, student representatives Staff- and student-led activities funds: VF EDI workshops: AB, MSE AHRC DTP/CDP Directors / Managers

| | | New and effective actions in partner HEIs to address inequalities and improve the pipeline from UG > PGT > PGR > ECR for Black and Global Majority students and those from other under-represented groups, including review of fair recruitment and supervisor training

New and effective actions in partner non-HEIs to address inequalities and support positive change for people from Black and Global Majority backgrounds and other under-represented groups | | meetings: AB, MSE |