E&I CHAMPIONS

The principal aims of an E&I Champion are to:

• Promote and raise awareness of Equality and Inclusion issues.
• Understand how Equality and Inclusion affects the organisation’s stakeholders.
• Drive the changes required to embed equality across the organisation to engage staff and stakeholders.
• Support and champion Equality and Inclusion in all areas of the organisation.
• Ensure E&I is an integral element of organisational strategy and policies.
• Identify and eliminate perceived barriers (cultural, behavioural and procedural) for all types of diverse people.
• Take a strong position to tackle inappropriate behaviours and actions.
• Identify and challenge resistance to embracing the diversity agenda.
• Confront negative stereotypes and entrenched bias within the organisation.

Benefits:

• EG members leading from the front and providing visible support is one of the most effective means of advancing the equality and inclusion agenda within the organisation.
• Provides recognition that BBSRC wishes to create a workplace where everyone can be themselves, and that when inclusive conditions don’t exist, the productivity of staff is directly affected.
• Shows commitment to considering the possible impact of practices on the particular areas that they champion as they undertake their daily responsibilities, by embodying the positive principles of respect for diversity and inclusivity when engaged in meetings and in day-to-day interactions with others.
• Ask questions to check that diversity in its broadest sense is being recognised, understood and considered as integral to the decision making processes.
Appendix A

The Role
To embed Equality and Inclusion (gender/disability/BAME) across the organisation to improve performance.

Responsibilities
• Promote and raise awareness of Equality and Inclusion issues across the organisation.
• Support and champion of Equality and Inclusion.
• Understand how Equality and Inclusion affects the organisation’s talent pool, stakeholders, customers, and the communities we serve.
• Ensure Equality and Inclusion is an integral element of organisational strategy and policies.
• Facilitate organisational change in response to Equality and Inclusion issues.
• Raise awareness and engage interest in Equality and Inclusion issues.
• Identify and eliminate perceived barriers (cultural, behavioural and procedural) for all types of diverse people.
• Influence and rally other senior members of staff to become involved in Equality and Inclusion issues.
• Take a strong position to tackle inappropriate behaviours and actions.
• Identify and challenge resistance to embracing the diversity agenda.
• Confront negative stereotypes and entrenched bias within the organisation.
• Provide a point of contact for (gender/disability/BAME) issues, and refer issues where appropriate.
• Contribute to delivery of BBSRC’s E&I strategy and delivery of aspirational targets.

Personal characteristics
• Ability to work effectively with staff of all levels.
• Ability to listen and understand sensitive situations, demonstrating empathy for diverse people and receptive to the sensitivities relating to protected characteristics.
• Tenacious and resolute in the commitment to Equality and Inclusion, to find new ways to overcome barriers.
• Brave and willing to take a stand on key areas.