Leading change: Towards an inclusive and accessible department

Equality Diversity and Inclusion Conference 2022: Inclusive Institutions in Action, Advance HE

Dr Jennifer George
Head of the Computing Department & School EDI Lead
Goldsmiths, University of London
Structure of this session

• Pandemic work
• Exploratory work
• Consultations
• Action Plan
  • Students:
    • VLE
    • Panopto
    • Meetings
  • Staff
• Extension and expansion
Pandemic Work

- Inclusive Exams
- Time zones
- Carers
- Sharing computers
- Access to quiet space
- Reasonable adjustments
Exploratory work

- ITS
- Disability Team
- Library
- Learning and Teaching team
- Legal
- School leads
Action Plan 2020-2021

• Exploratory work
• Produce VLE and classroom management checklists
• Produce templates for VLE
• Run workshops for module leaders
Action Plan 2021-2022

• Run staff development sessions
  • Disability, Dyslexia, Neurodiversity, Mental Health, Assistive Technology
• Run termly VLE workshops
• Checking system for VLE pages
• Student feedback
Student Feedback (42 students)

• The structure of the VLE was rated inclusive and accessible by 88% of the students.
• 62% of the students thought the VLE had improved since the previous year of study at Goldsmiths.
• In their free text, they said the structure was easy to navigate, module pages were neater.
• Things that were not working were flagged about 3 specific modules which we were able to address immediately.
• Students said the way Panopto displayed recordings were messy. We produces guide for staff as a response.
Action plan 2021-2022

• Based on feedback:
  • Inclusive lecture recording (Panopto)
  • Inclusive MS Teams meetings

• To Do:
  • Power Point (and what else?)
  • Emails

• Staff disability support
Action Plan 2022-2023

• Repeat staff development
• Repeat module set up workshops
• New areas
  • Staff and student recruitment
  • Staff and student induction
  • Staff workloading
  • Staff performance and promotion
What next?

• Rolling out to other departments
• Extending to other protected characteristics
Thank you

• Any Questions?