OUR AIMS

- Be an employer of choice for people regardless of their ethnicity, disability, sexual orientation and socio-economic backgrounds.
- Provide an inclusive working environment that allows people to be comfortable and confident to be themselves at work.
- Demonstrate good practice internally and collaborate externally with research institutions.

OUR EDI PRINCIPLES

- The Crick is recognised as an employer with opportunities that are accessible to all, including those in the local community.
- Recruitment processes, including advertising, shortlisting, interviewing and training are designed to maximise fairness and ensure access to a wide range of talent.
- We listen and respond to all our staff, regardless of their ethnicity, disability, sexual orientation and socio-economic backgrounds, seeking to understand the challenges and barriers they face and creating an environment where diversity is valued.
- We measure engagement through our surveys, to monitor progress and understand the experience of all groups at the Crick.
- Through training, we enable open discussion about equity and opportunity in the workplace and challenge behaviour that is not in line with these principles.

OUR EDI PRIORITIES 2022 – 23

- Focus on ethnicity – analysing our data, aiming to increase diversity in recruitment of operational support staff.
- Recruitment:
  - Review of recruitment processes with aim of improving diversity balance in shortlisting, starting with PhD and Group Leader recruitment.
  - Ensure we have recruitment policies and approaches that attract candidates from diverse backgrounds.
- Dialogue - Leading and encouraging dialogue about ethnicity and equity at all levels within the Crick community.
- Enable - Initiating an EDI training programme which is appropriate and relevant to our sector.
- Engagement with all our colleagues and addressing issues where they are identified.