

EQUALITY DIVERSITY AND INCLUSION STRATEGY 2021 - 2025

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.