



Category	Inclusive
Nominee (s)	EDI Committee
Individual or Team	Team
School / Service	Business School

Nomination

In the past, our commitment to inclusivity wasn't always fully reflected in our day-to-day practices. We're committed to doing better, and I'm incredibly grateful for the tireless work of the TBS EDI Committee, led by the inspiring Lynn Minnaert.

Their dedication to fostering a truly inclusive environment has been instrumental in bringing our EDI values to life. By celebrating diversity in all its forms, they've created a more welcoming and enriching experience for everyone in our communities. This newfound focus on inclusivity strengthens our school as a whole and allows everyone to contribute their best work.

The EDI committee has organised, promoted, and supported numerous activities that demonstrate their impact. Below, I provide examples of this impact, organised under relevant award criteria, to illustrate the significant effect of three major school-wide events led by the EDI committee: Black History Month, Ramadan Mubarak, and Neurodiversity Celebration Week.

1. Tailors communication to meet others' needs

- The Black History Month event used language that emphasised empowerment, pioneering spirits, and celebration. This acknowledges the historical context while focusing on positive representation and achievements.
- Neurodiversity Celebration Week communication employed clear, straightforward language for accessibility. The EDI committee provided information on how to learn more, recognising different levels of existing knowledge.
- Ramadan Mubarak communication focused on providing information for non-Muslim colleagues and students, helping them understand how to be supportive without assuming everyone participates or needs commiseration.

2. Values and supports differences

- The Black History Month event centred Black voices and perspectives, highlighting both historical and contemporary figures.
- Neurodiversity Celebration Week actively challenged the idea that university settings are only suited to a narrow definition of success, celebrating different strengths and modes of learning.
- Ramadan Mubarak communication highlighted the spiritual significance beyond just the physical aspects of fasting, appreciating the diversity of religious practices within Islam.

3. Champions inclusiveness through consistent behaviours, actions, and words



- All three examples consistently chose a tone that was informative and celebratory. The committee focused on promoting understanding and respecting different identities/practices rather than tokenistic gestures.
- 4. Carefully considers colleagues and students in all working practices**
 - Neurodiversity Celebration Week and Ramadan Mubarak communications directly addressed practical ways people can adjust their classroom/event planning with these experiences in mind.
 - 5. Actively seeks opportunities to collaborate and encourages different viewpoints**
 - The Black History Month event featured a panel discussion, creating a space for varied perspectives and dialogue.
 - 6. Actively participates and contributes to inclusion priorities such as Staff Networks and REF code of practice**
 - The very nature of these events suggests alignment with overarching EDI goals and initiatives within the institution.
 - 7. Welcoming and supportive of new colleagues and students**
 - The Black History Month celebration of Sir Geoff Palmer, a trailblazer within academia in Scotland, sent a welcoming message to new Black students and faculty.
 - Overall, the EDI committee's inclusive language in all activities creates a welcoming atmosphere for those with different backgrounds and levels of awareness.

Colleague Recognition Awards



Category	Inclusive Award
Nominee (s)	Dr Ella Taylor-Smith
Individual or Team	An individual
School / Service	School of Computing, Engineering and the Built Environment;
Nomination	
<p>Ella leads our work in SCEBE to support women in engineering and computing. The gender imbalance on many of our courses is as low as 10% women/non-binary. Working with colleagues in Equate Scotland Ella has championed the establishment of a STEM Society with a team of motivated women on our programmes. She is co-founder of ada.scot, an ambitious annual festival celebrating women in computing.</p> <p>Ella also researches the impact of gender imbalance and in February ran a number of focus groups asking students how gender imbalance affects their experiences, and what SCEBE might offer by way of support, helping us retain under-represented student groups. Her recent research with Universities of Stirling and Glasgow resulted in a role modelling framework. Ella's framework offers comprehensive guidance for how to run a role-model based initiative - including planning for an event, running the event then evaluating the effectiveness of the activity. She has used this framework extensively, presented this framework externally and with project funders, SDS.</p> <p>Ella was a key project partner in a recent Edinburgh Napier project, Women into Tech, which set out to understand barriers to women entering tech courses then proceeding to a career in tech. This work has resulted in a new British Council project (Dr Tjandra) considering barriers for women entering Science Technology Engineering & Maths professions in Indonesia.</p> <p>Ella's work on inclusion is not limited to gender balance. Ella champions all aspects of inclusion including researching the potential of Graduate Apprenticeships to improve social mobility and experiences of adult apprentices (over 25) for whom the apprenticeship can overcome a lack of opportunities for education.</p> <p>Ella's contribution to inclusion at Edinburgh Napier spans over a decade and I believe she would be an excellent candidate for the Inclusive Award.</p>	

Colleague Recognition Awards



Category	Inclusive Award
Nominee (s)	Sandrine Flower
Individual or Team	An individual
School / Service	Research, Innovation and Enterprise;
Nomination	
<p>Sandrine is the epitome of inclusion and in her role as Project Co-ordinator within the Wellbeing & Inclusion Team, she's the driving force of all things inclusive at Edinburgh Napier. Not only did Sandrine oversee the staff networks, but she was also very knowledgeable of inclusive practices and developments that would impact colleagues, and their families. Being proactive, Sandrine effectively worked with Staff Communications to develop and implement a communications and engagement plan, ensuring content was accessible and inclusive for all colleagues.</p> <p>Sandrine has shone the light on Edinburgh Napier's commitment to the BSL community, with a dedicated campaign for Sign Language Awareness Week featuring 'How to Sign in BSL' cards which were available for colleagues and students. Neurodiversity was also highlighted by Sandrine's work, with the annual support of Neurodiversity Celebration Week and the opportunity for colleagues to safely share their lived-experience or learn from others. Those are just a few examples but without Sandrine's passion and leadership, inclusion would not be as embedded within the colleague population, and colleagues would have less knowledge, opportunities and support within the area.</p> <p>Sandrine is now on secondment as a REF Project Officer and is using her knowledge and experience to ensure that REF is inclusive and following the REF code of practice.</p>	

Colleague Recognition Awards



Category	Inclusive Award
Nominee (s)	Sandrine Flower
Individual or Team	An individual
School / Service	Research, Innovation and Enterprise
Nomination	
<p>Sandrine shows consistently inclusive behaviours throughout all interactions with her. She has supported the Staff Networks as part of her role but has gone beyond what is required by stepping in to keep communications going when there is no lead for a network, supporting myself with the Faces of Faith photo exhibition when she had changed roles away from the Wellbeing team and providing support and a sounding board to me as the lead of the Interfaith staff network. Sandrine approaches everything with thoughtfulness and considers all points of view. I have really appreciated working with her and thank her for her support and input.</p>	