



**Manchester  
Metropolitan  
University**

# **INCLUSIVE AND DIVERSE CULTURE STRATEGY**



## Foreword

---

The Inclusive and Diverse Culture Strategy will ensure that everyone in our Manchester Metropolitan community can contribute to, and benefit from, our key ambitions to deliver excellent education and high-quality research with impact. We know that Manchester Met can become an exemplar of an intentionally inclusive organisation that supports all our people to realise their full potential.

Our Inclusive and Diverse Culture strategy is designed to embed a culture of belonging where we value and promote equity and celebrate diversity in all that we do. Our students and staff come from diverse backgrounds, regionally, nationally and internationally. This strategy acknowledges, values and celebrates that diversity.



“Our vision is to be an intentionally inclusive organisation that all our students and staff are proud to belong to. Everyone in our community should feel confident that they can progress their studies or career to the best of their ability. Everyone in our university has a role to play in creating an intentionally inclusive culture, where we all act with compassion and respect to support each other as we work towards our ambitions, both as individuals and as a world class university.”

**Professor Jenny Watling**

Pro-Vice-Chancellor (International)  
Chair of EDI Strategy Board

---



“We have a deep commitment to ensuring that all students thrive as part of our transformational learning community regardless of their identity, background, or beliefs. This strategy embodies our principles of equity, diversity and inclusion, and the right of all individuals to achieve their potential. We are already working to achieve this through ensuring that our approaches to teaching, learning and extra-curricular experiences recognise the diversity of our student body. We will continue to work with students and staff to ensure an excellent student experience and future career for all who study with us.”

**Professor Andy Dainty**

Pro-Vice-Chancellor (Education)

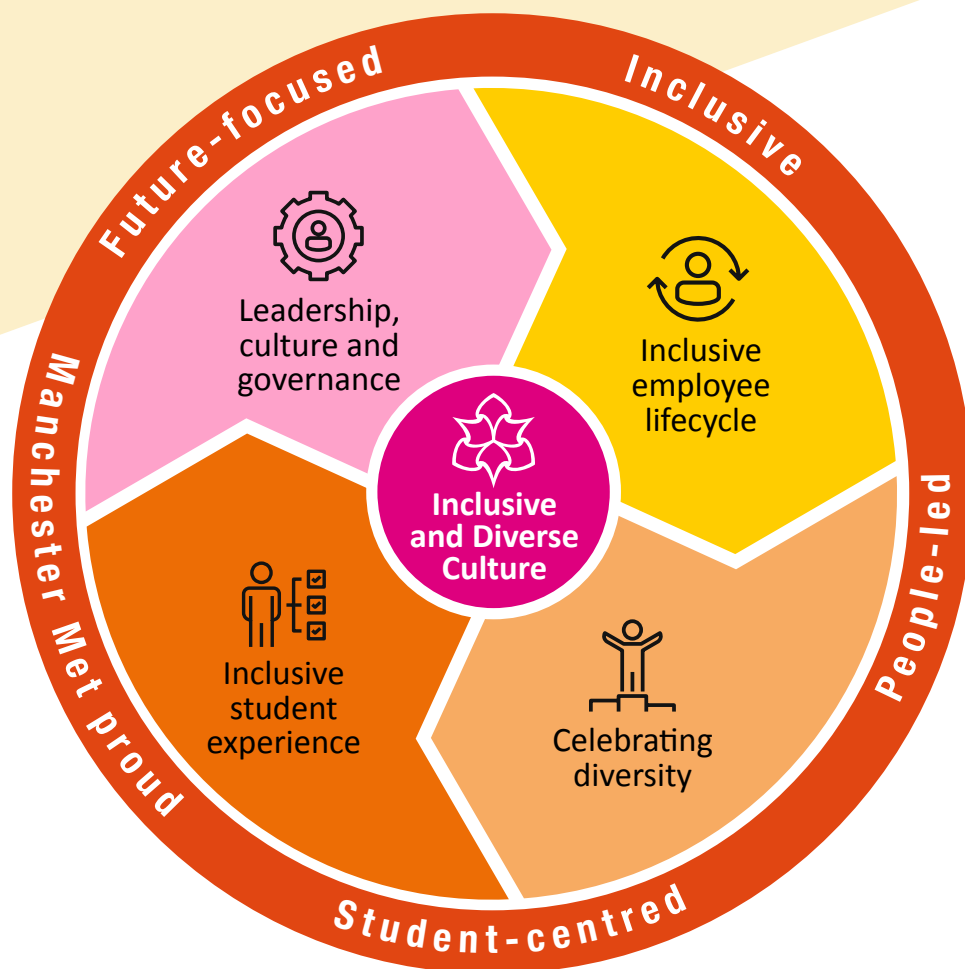
---



“Our enabling strategies complement each other and support our Road to 2030 Strategy through key goals aligned to our university ambitions. The Inclusive and Diverse Culture Strategy provides the framework to support an inclusive environment where everyone is valued, respected, and nurtured in order for them to achieve their best. We are all part of what makes Manchester Metropolitan a great place to work and study, and this strategy emphasises the value we place on every member of our community.”

**Professor Karen Moore**

Chief Operating Officer



## Our ambition: where we are going

As part of our roadmap to 2030, we are proud to have created a rich legacy as a forward thinking provider of education and research.

Our commitment to becoming an innovative institution, where our diverse staff and student populations can flourish remains a key focus of where we want to be in the future, as an intentionally inclusive University.

As a part of this vision, we will be working towards four key strategic priorities as a part of this strategy, which are aligned with our values. This can be seen in the diagram above.

We will continuously monitor our progress, identifying key areas of good practice and embedding interventions to make real impact and change, which will enable us to achieve our commitments set out in our roadmap to 2030.

# Our Strategic Objectives to 2030



## Leadership, culture, and governance

---

We will embed a culture of belonging that promotes equality and celebrates diversity.

**In working to deliver this, from 2022 to 2026 we will:**

- Support our Board, the University Executive Group, Professional Services and Faculty Leadership teams to provide visible, accountable, and inclusive leadership.
- Monitor and progress on the diversity of university decision making bodies that provide support.
- Review our training offer, equity impact assessment process and policies and resources to embed EDI throughout.



## Inclusive employee lifecycle

---

We will strengthen mechanisms to attract, support and retain a diverse workforce at all levels.

**In working to deliver this, from 2022 to 2026 we will:**

- Embed inclusive recruitment practices to attract the best talent into the University.
- Support a transparent and fair reward and recognition process and outcomes.
- Develop an evidence-based, inclusive talent management strategy.
- Ensure fair and equitable assessment of research performance and responsible use of research metrics.



## Inclusive student experience

---

We will support colleagues to ensure that all our students shape their learning journey to meet their needs and aspirations.

Consistent with our Education Strategy, we will take an intersectional approach to tackling differentials in student experience, with a relentless focus on tackling inequity.

### **In working to deliver this, from 2022 to 2026 we will:**

- Take a proactive approach towards removing differential gaps for progression, award and graduate outcomes.
- Support staff and students through rolling out the Intentional About Inclusion programme for students.
- Re-launch and elevate our 'Bridging the Gap' programme ensuring wider reach across the University.



## Celebrating diversity

---

We will continue to celebrate diversity to demonstrate that we value difference, promoting a sense of belonging where every single person can feel safe, supported, and treated with dignity.

### **In working to deliver this, from 2022 to 2026 we will:**

- Celebrate a range of national and international awareness days in collaboration with the Student Union, Chaplaincy, and our Staff Equity Networks.
- Share good practice throughout the university, to ensure a consistent approach to celebrating diversity.
- Working in collaboration with our staff equity networks to enhance an intentionally inclusive culture across the University.

# Measuring our performance

---

We will use our People Equities Data Dashboard to monitor progress against our ambitions.

The Dashboard will allow us to track and monitor our progress against the commitments outlined within our strategy, and will align with the University's KPIs as well as the targets outlined in the core Education and Research Strategies. This will ensure that there is consistency in approach, enabling us to benchmark across the institution and, where necessary, to set future targets to ensure our ambition of becoming an intentionally inclusive University.



For any further information, please contact  
[equalities@mmu.ac.uk](mailto:equalities@mmu.ac.uk)