



PUBLIC SECTOR EQUALITY DUTY REPORT 2021

2. INCLUSIVE AT THE CORE OF STRATEGIC PLANNING - ABERDEEN 2040

2.1 The University launched its new strategic Plan [Aberdeen 2040](#) on Founders' Day, the University's 525th anniversary, in February 2020. The launch was the culmination of a year's engagement, consultation and participation with staff, students and the wider community, sparked by a drive to reignite and realign with the University's foundational purpose:

open to all and dedicated to the pursuit of truth in the service of others.

2.2 Four workstreams were established early in the process – Inclusive, Interdisciplinary, International and Sustainable. Each workstream established working groups to interrogate how the University would manifest these principles over the forthcoming twenty-year period.

2.3 The Inclusive workstream agreed that a fully Inclusive university would, in respect of the subsection focussing on equality and diversity, embrace the following characteristics:

- A welcoming and vibrant environment which is open to and safe for all
- Open to change and a learning culture
- Fair, transparent and democratic
- Embedded and engaged in a wider community locally, nationally and internationally.

2.4 These were developed into the [Inclusive commitments](#) for Aberdeen 2040 and have shaped the University's ongoing work on Equality, Diversity and Inclusion. In the Staff Survey 2020, 92% of staff indicated that they identified with the Aberdeen 2040 commitments and 90% indicated that they believed the University is committed to equality, demonstrating significant buy-in to the strategy from the staff community.

2.5 By taking the strategic decision to embed Inclusive as a core theme of Aberdeen 2040 the University has built on its commitment to ensure that every member of staff and every student can reach their full potential.