



Welcome to the University of Aberdeen

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Scotland is a diverse and tolerant country. You will find most people warm and welcoming.

Proud to have very clear laws on equality.

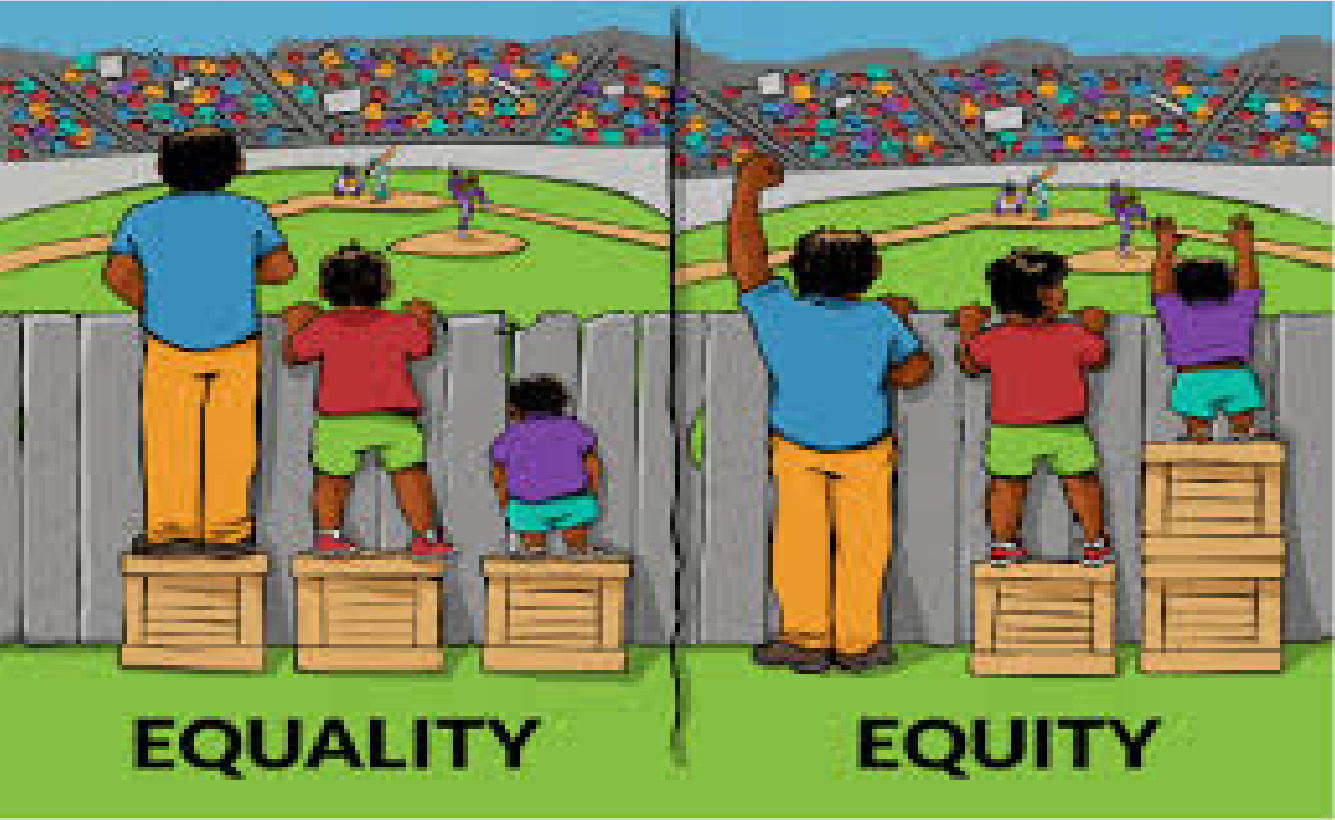
What does equality and diversity mean to you?



WHAT IS EQUALITY AND DIVERSITY?

“Equality and Diversity covers the concept of ensuring fairness through recognising that all individuals have different beliefs, backgrounds, experiences and perceptions.”





The University's commitment to Equality and Diversity



Principal and Senior Management

**Equality, Diversity & Inclusion
Committee – AUSA represented**

Equality and Diversity Adviser

National and local partnerships

**Equality and Diversity Policy Statement
Action Plans**



Equality and Diversity Policy

- Aims to prevent discriminatory practices
- Seeks to create a culture where staff and students can reach their full potential



Legally protected: Equality Act 2010

- Have you heard or do you know of the protected characteristics



age;
disability;
gender reassignment;
marriage and civil partnership;
pregnancy and maternity;
race;
religion or belief;
sex;
sexual orientation.



Diversity in Scotland

<https://www.youtube.com/watch?v=5t1HIUwZgwM>



Diversity

Legal definition is important, but
diversity can cover so much more –
seeking to build a tolerant
community – we are all global
citizens



Why is this important?

Proud to have such diversity in the staff and student population – we are international

Attracting the best staff and students from around the world

University Policy and Commitment

Creating a safe environment for work and study – we can't be bystanders –



What are we doing?

- Work in partnership with AUSA – student voice is really important
- Equally Safe campaign – gender-based violence
- Gender Action Plan/Athena SWAN
- Attracting Diversity Project
- Mental Health and Wellbeing – staff and students, are you ok? A lot of support available, don't keep problems to yourself. Big White Wall, Counselling, Student Support, Personal Tutors. Clued Up website
- Raising awareness of support available
- Project SEARCH
- Equality training/guidance



Discussion

Impressions of Scotland?

What differences are you finding?

How would you describe your culture/what is the Scottish culture?



DORIC – ABERDEEN CULTURE

<https://www.youtube.com/watch?v=U8txQMlxKIk>



“Culture consists of all the things that people have learned to do, believe, value and enjoy in their history. It is a totality of ideals, beliefs, skills, tools, customs and institutions into which each member of society is born.”



The process of adjusting to a new culture:

Honeymoon period

Disorientation

Irritability and hostility

Adjustment and integration

Becoming comfortable in old and new culture

Some will adjust to new surrounding quicker than others

Each person will react in a different way

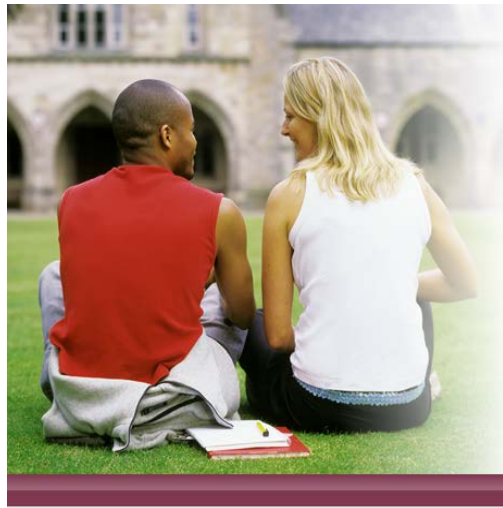


Treating others fairly and with respect

- Not making assumptions about others
- Treating others with dignity
- Unconscious bias



University is proud to have such a
diverse community:
Enhances the student experience
fosters innovation



Many
Voices
One
University

*Transforming the world
with greater knowledge
and learning*