Equality Champions

Roles and Responsibilities

Thank you for your interest in applying to be an Equality Champion within The University of Cambridge, Clinical School of Medicine.

The Clinical School has had Equality Champions in every department since 2011. The Equality Champions have been instrumental in increasing awareness of the School’s Equality, Diversity and Inclusion (EDI) programme and promoting the School’s strap line ‘Doing great work in a great place to work’ and EDI matters throughout the school. Without the tireless work of the Equality Champions the Clinical School would not be the proud holder of an Athena SWAN silver award!

More information about the Equality Champions Network and EDI in the Clinical School can be found on the School’s Athena SWAN website; athena-swan.medschl.cam.ac.uk

The role of the Clinical School’s Equality Champions is to actively champion and increase the visibility of the School’s commitment to EDI and to promote good practice by:

- Facilitating increased awareness of EDI programme and Positive Inclusive culture within the school by dissemination of information
- Providing updates about departmental activities and sharing best practice at the termly Equality Champions Network meetings, and by filling in the School’s Departmental Activities Spreadsheet
- Providing a point of contact for others within the department, especially new starters
- Providing a link between the Athena SWAN Governance Group and the staff within the department
- Increasing awareness of EDI by ensuring EDI is a standing agenda item at departmental meetings and away days and providing updates relating to the School’s EDI programme
- Encouraging and widening participation in the school’s EDI programme, including staff surveys and E&D training initiatives
- Advocating for EDI within the University and externally.

Specialist Knowledge

- An awareness of EDI issues and the University support services
- A passion for improving wellbeing and making a difference

Interpersonal Skills

- Good listener
- Clear communicator who can engage with people at all levels
- Ability to collect feedback, present information and contribute ideas
- Ability to contribute to learning in a group environment and network
- Ability to be impartial and objective
- Open-minded and non-judgemental
- Ability to help others articulate Equality, Diversity and Inclusion issues and projects

Key Requirements

- Current University of Cambridge employee
- Commitment to the principles of equality, dignity and fairness at work
- The ability to maintain confidentiality and respect individual’s right to privacy
- Ability to manage workload and time

If you would like this information in a different format, contact csedi@admin.cam.ac.uk

To apply to be an Equality Champion, visit: https://bit.ly/3wcEmgq

The closing date for applications is Friday 21st May 2021.