

**Advancing Equality, Diversity, and Inclusivity (EDI) at Exeter through Cultural Competence**

**Guidelines and Programme Detail**

Please ensure that you have read this before you complete the application form.

About the programme

Cultural competence is defined in many ways but fundamentally it is the ability to communicate and interact effectively with people regardless of difference. Cultural competence applies to individual behaviours but also organisational systems, processes and culture. Being ‘culturally competent’ means having the knowledge and skills to be aware of one’s own cultural values and the implications of these for making respectful, reflective and reasoned choices. Cultural competence provides a framework and set of approaches to help ensure that the needs of all people and communities are met in a responsive and respectful way.

The University of Exeter and National Centre for Cultural Competence at Georgetown University (NCCC) are working together to advance EDI at Exeter by piloting a programme to establish a Community of Practice of leaders in cultural competence. The programme will work with the Community of Practice to:

* Define cultural competence within a range of contexts and define the rationales for applying cultural competence at Exeter
* Identify and examine the implications/benefits of culturally competent systems, behaviours and processes on outcomes and experiences for staff and students
* Identify how the benefits of cultural competence could be applied to the respective areas of the participants
* Develop actions, projects and next steps in relation to the participants’ respective areas
* Share the experience and knowledge gained with the wider community.

What does it involve?

As a member of the Community of Practice you will be an active participant in training about cultural competence and the applications of tools and techniques which will enable us to drive forwards equality, diversity and inclusivity.

The programme will run from January 2020 to October 2020 and will involve:

1. Introductory and networking sessions

Attending up to five webinars/networking sessions on cultural competence. These will be the opportunity to meet your community of practice, to explore the aims and objectives of the programme and get an insight into cultural competence.

1. 5 day non-residential training programme

Attending a one week (non-residential) training programme in Exeter taking place which we anticipate will take place on **30 March – 2 April 2020**. This will be led by two experts in cultural competence from Georgetown University. Please flag if this date would cause an issue for you.

1. Conducting a project

Conducting a change project (following the training programme) applying your knowledge about cultural competence in your area of work to identify changes and improvements, this should include:

* + Conducting a Strengths/Weaknesses/Opportunities/Threats analysis or a ‘Forcefield analysis’ of drivers of change
	+ Identifying a change project and creating a ‘business case’
	+ Identifying measures of impact
	+ Disseminating the learning from the programme within your area of work (for example through a blog, social media, engagement event)
	+ Presenting your findings to the Provost, members of the Provost Commission/University Inclusivity Group in September/October 2020

There will be six months to complete your project following the training programme and it is anticipated that this will involve 5 days of work. At the end of the programme you will present your project findings to the Provost and members of the Provost Commission/University Inclusivity Group.

If you’re involved in teaching and/or supporting learning at the University of Exeter, you can gain recognition of your education practice through fellowship of the [Higher Education Academy](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.heacademy.ac.uk%2F&data=02%7C01%7Cwinzer.fook%40exeter.ac.uk%7Cff38fb6ff06846ecd74008d7879d9d02%7C912a5d77fb984eeeaf321334d8f04a53%7C0%7C0%7C637126983318001550&sdata=ryMkDkb%2BZiyi2JOPHXWhCMYyGjbLgzb%2FJyWij5Nq3wk%3D&reserved=0) via the [ASPIRE Professional Recognition Pathway](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fas.exeter.ac.uk%2Ftqae%2Facademicdevelopment%2Fachieve%2Fprp%2F&data=02%7C01%7Cwinzer.fook%40exeter.ac.uk%7Cff38fb6ff06846ecd74008d7879d9d02%7C912a5d77fb984eeeaf321334d8f04a53%7C0%7C0%7C637126983318011509&sdata=eZ9GgDI%2Ff9zvCJDh4QKevc6LicHjNdcbcbwIOhrg%2FBw%3D&reserved=0). The project involved in Cultural Competence should give you a good chance to reflect on the Professional Values (V1-4) of the UK Professional Standards Framework, the sector-recognised set of activities, knowledge, and values used to define fellowship. If you’d like to talk through building an application, do get in touch with the ASPIRE team (aspire@exeter.ac.uk), who will be delighted to help you with next steps.

1. Part of a Community of Practice

As a member of the Community of Practice you will be part of a learning community who are facilitated to meet and network through the course of the programme. The Community of Practice will be a group of experts in cultural competence at the University with ongoing networking opportunities. Your knowledge and advice may be sought in the future application of change projects and in the delivery of our EDI ambitions.

Cost

There is a small cost to your service/college of participating in the programme (£500) per place.

How to apply

You should apply using the application form on the website.

This programme is for academic and professional services staff with the ability to develop, deliver and lead change in their respective areas; this could be at a local or a strategic level. Applications are encouraged from staff from a wide range of backgrounds, different levels and stages of their careers.

Applications from each college and service area are encouraged and where possible the Steering Group will look to ensure representation from different areas of the institution.

**The deadline for applications is Friday 10th January 2019.**  Please return this form to equalityanddiversity@exeter.ac.uk.

As there is a small cost to your college/service (£500) to participate in the programme and a time commitment to attending training and conducting a project, we will notify your college/department or Service Director that you have applied to the programme.

Candidate selection

Candidates will be selected, based on the application form, by the project Steering Group which is Chaired by the Provost. Where possible the Steering Group will look to ensure representation from different areas of the institution.

Our ideal candidates are those who:

* Can describe the challenges and opportunities faced in advancing the principles and practices of equality, diversity, and inclusion in higher education either at a local or a strategic level;
* Are interested in acquiring knowledge about the role of cultural competence in achieving equality, diversity, and inclusion within the contexts of their respective roles and responsibilities at Exeter University; and
* Are committed to being an “agent of change” to foster an academic and campus environment that exemplifies the principles of equality, diversity, and inclusion;
* Are able to generate an impact at a local or strategic level through the application of cultural competence.

For further information, please contact Rachel Winzer, Business Manager to the Provost at winzer.fook@exeter.ac.uk