

Equality, diversity and inclusion

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EDI at Edinburgh Napier

Equality, diversity and inclusion (EDI) has a particular meaning for us at ENU. Our EDI commitments actively recognise the diversity of our people as the underpinning strength of our community.

Celebrate, challenge, connect

Our EDI vision

We want to be known as a university that celebrates difference.

Our EDI mission

We are driven to be a university where every student and staff member has an excellent experience. A community where your difference is supported and you are included in all that the University has to offer. We are a university that celebrates, challenges and connects by being the home of the difference maker.

Our approach

We want a more visible approach to EDI so everyone understands what it means and how we each contribute. We're doing this through our **challenge, celebrate, connect** approach.



Why EDI matters to us

We're proud that 'inclusive' is one of our University values, but that's only one part of how we embed EDI across the institution. We believe our values and behaviours create the right environment for EDI to flourish.

Value	What this value looks like	How it connects to EDI
Professional	Being passionate about working at the University and taking pride in how we are all perceived.	We make sure that valuing EDI is understood as a non-negotiable across all parts of our university.
Ambitious	Aspiring to continuously improve ourselves, the University, and our students.	We recognise EDI as part of making sure all our community as an excellent experience.
Innovative	Proactively seeking out new, different or more effective ways of working to make a positive difference in the University.	EDI prompts imaginative approaches to best support the diversity of our community and beyond.
Inclusive	Contributing to the sense of support, belonging and respect that includes everyone associated with the University equally without restriction or discrimination.	Involving and broadening participation by reaching those who are underrepresented and encouraging engagement benefits us all.