

Question	Yes (Please supply Evidence/Indicators)	Somewhat	No	Actions Required (if answer is somewhat or no)	Additional Comments
Has our organisation* evidence of an Equality, Diversity and Inclusion Policy?					
Has our organisation established a Recruitment Strategy inclusive of OTMR (Charter and Code)					
Does our organisation include diverse panel members in interview and selection processes?					
Does our organisation develop targeted efforts to attract diverse candidates?					
Does our organisation evaluate job descriptions and requirements for bias and inclusivity?					
Does our organisation ensure accessibility for all staff in all forms of accessibility e.g access for individuals with disabilities, inclusive communication etc.					
Does our organisation provide unconscious bias training for Research Managers and hiring managers					
Does our organisation provide EDI awareness training for all staff?					
Does our organisation have a mechanism to track and measure progress on EDI goals					
Does our organisation collect and analyse data on EDI metrics?					
Does our organisation survey staff on EDI issues?					
Does our organisation have employee groups in support of EDI activities? (Minority groups, parents' groups, women's groups, etc.)					
Does our organisations encourage participation in activities to promote the EDI vales policy?					

\*In this context "Organisation" may mean your University, RPO or your group or project team.