



EDI Fellowship

Frequently Asked Questions (and answers)

What is the EDI Fellowship?

The EDI Fellowship is benchmark award for those working in Equity, Diversity & Inclusion (EDI). It is **multidimensional** and **intersectional** in design and approach and is intended to bring coherence and integrity to the work of EDI professionals and provide employers/businesses with confidence in the expertise of staff. The EDI Fellowship is offered only by the Institute for Educational & Social Equity (IESE).

What is a multidimensional and intersectional approach?

As a multidimensional award the EDI Fellowship requires participants and award holders to show deep knowledge and understanding of more than one EDI area of work simultaneously. This is departure from the dominant single item EDI expertise present in organisations and institutions. Additionally, and by design, the EDI Fellowship requires participants to approach intervention planning, implementation and evaluation as a single and intersectional activity.

What's the difference between the Academic and Professional practice routes?

Persons opting for the academic route will undertake some element of EDI change at unit and/or organisational level via an Action Research Case Study. They will be required to (i) lead a change process in a **minimum of two areas of EDI**, and (ii) evaluate the impacts of such change/ intervention. In addition, they will produce a written report outlining the change process and setting out the evidence of any impacts. This route is suited to persons new to their roles or new to an organisation.

Persons opting for the professional practice route will audit their current or recent (within the past 12- 36 months) practice in EDI against the Leadership for Equity Capabilities Framework (LECF). They will set out evidence, on a proforma, of impact against items in the LECF for a **minimum of two areas of EDI work**. This route is suited to persons more embedded in an organisation or in their roles.

Can I do the EDI Fellowship if I don't work in education?

The EDI Fellowship is recommended for anyone with responsibility for leading EDI and/or HR in their organisation in any industry.

Do you have to reside and work in the UK to complete the EDI Fellowship?

A primary point of reference in at one module will be UK Equality Act, and the UK Public Sector Equality Duty. However, the overall programme allows participants to focus very much on their work context so anyone outside the UK can undertake this programme.

What is the mode of delivery for the programme?

Online via our Google for Education Virtual Learning Environment (VLE).

Will I need an Institute email address?

Yes. Programme participants will be provided an Institute email address which you will need in order to access the VLE. Session dates will be automatically sent to your Institute's calendar.

Is there a minimum period of registration?

This programme is planned for completion between 6-8 months. Both 'taught' modules will be completed within the first two months after which participants will begin the process of undertaking their case study or evidencing their current/ previous practice.

Is there a maximum period of registration?

Registration will expire 24 months from the date of registration.

For the professional practice route, can I submit evidence from two or more work contexts?

Yes. We do not have a problem with that. However, you may wish to check this with your current employer.

What do I need to do post award to maintain the status of my Fellowship?

Regardless of route, you will need to demonstrate you continue to meet the items in the Leadership for Equity Capabilities Framework (LECF). On the anniversary of your EDI Fellowship, you will be invited to (i) complete a two-page summary audit, and (ii) provide an attestation letter from your employer. The Fellowship Assessment Panel will review this and make a decision. This process will be free for the first two years after your EDI Fellowship has been awarded.

What will happen after I submit my Case Study Report or my Portfolio of Evidence?

Once we receive a report (academic route) or a portfolio (professional practice route), this will be reviewed by the EDI Fellowship Assessment Panel. The panel will also receive a statement from your mentor, who will undertake the initial review of your evidence/ claim. If the panel is satisfied with your evidence/ claim, you will be invited for a 30 minutes call (telephone or video) to discuss the evidence/ claim. If the panel is not satisfied with your evidence/ claim, you will receive written feedback on your application and given guidance as to what to do next. The panel will usually meet twice per year, in June and December.

Can I change routes (e.g.: from academic to practitioner) after I have started?

You can change routes before you start the case study element. That is, during the 'taught' element. This will be at no cost. However, changing routes later will incur costs.

What is the Leadership for Equity Capabilities Framework?

This is a performance-based framework for collating evidence of work undertaken, identifying and understanding any impact associated with work done, and identifying potential gaps in practice. It is similar to 'standards' used by teachers, leaders and senior executives in many corporate settings.

When will the programme start?

We will have two cohorts per year, starting in September/ October and January/ February each year.

Can I claim academic credits for this award?

The EDI Fellowship is a practice-based award which is different from an academic award requiring theoretical frameworks, literature review and several academic references. Nevertheless, we hope Higher Education providers will consider appropriate credit exemptions.

How do I catch up on sessions missed?

We will not record sessions. However, all resources used on 'taught' modules, including PowerPoint slides will be available on our VLE.

Do I have to attend 'taught' sessions?

Both 'taught' modules have a quiz at the end and it is strongly advised to attend the 6 hours per module (12 hours across both 'taught' modules).

When will my award be issued?

Usually, the EDI Fellowship will be presented at our annual 'Equity in Education & Society' conference in June/July, although awards will be made at the earliest point following successful completion.

How should the evidence be presented?

For the professional practice route, a proforma will be provided. For the academic route, a report will be provided to guide the compilation of the report.

How much does the programme cost?

We are currently charging a one-off introductory fee £2,000 + VAT per person. However, an *IESE learner discount of £950 is possible. Other training exemptions will be considered on a case-by-case basis.

Can I claim advanced placement from another EDI programme completed via the Institute?

Yes. Anyone who has completed our "Leading EDI" or our "Inclusive Curriculum Leadership" programmes qualify for advanced placement and a partial fee waiver.

Can I claim advanced placement from another EDI programme completed at another institution?

We will consider requests on a case-by-case basis. We will normally look at (i) content covered, (ii) course/ module duration and (iii) assessment undertaken.

Is a payment plan available?

We will accept payments in two equal instalments. Please ask for details.

How do I register and pay?

You can register via this link: <https://forms.gle/hfRxd3WnknF4KBF5A> and we will send an invoice using the details provided during registration.