



## Equity, Diversity and Inclusion (EDI) Fellowship

### Background

The EDI Fellowship is a 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).

Programme participants will receive training and mentorship from IESE staff in areas such EDI Data Analytics, Change management, Leading Change, and Auditing Impact.

For the compulsory **case study**, programme participants will be able to focus on a **minimum of two** areas of EDI work. The area/s of focus chosen will be a matter for the participant and their organisation. The minimum registration time is **6-8** months, and the maximum registration time is 24 months.

### Programme elements and structure

The EDI Fellowship programme has three elements and can be completed via one of two pathways.

Professional Practice Route	Academic Practice Route
The completion of modules: <ul style="list-style-type: none"><li>• Understanding EDI – 3 hours</li><li>• EDI Data Analytics – 3 hours</li><li>• Leading change in EDI – 6 hours</li></ul>	The completion of modules: <ul style="list-style-type: none"><li>• Understanding EDI – 3 hours</li><li>• EDI Data Analytics – 3 hours</li><li>• Leading change in EDI – 6 hours</li></ul>
The Reflective Case Study will require the participant to <b>evidence</b> change in their organisational context – due to their leadership - <b>in three areas of EDI practice</b> against two EDI/Leadership Capabilities <sup>1</sup> .	• The Action Research/ Case Study will require the learner to both <b>lead</b> and <b>evidence</b> change in their organisational context in <b>one or two areas of EDI</b> <sup>2</sup> . A written report will outline the process of change and any related change impact/s.
Participants will be come together in a half-day online ‘festival’ to share reflections on: (i) the change process, (ii) impact of their intervention/ work on their target group and/or their organisation/ unit, and (iii) on themselves as individuals and change leaders.	

<sup>1</sup> Participants will be assigned a Mentor who will support their thinking and progress during this module, once their area/s of focus have been agreed/ approved by their organisation.

<sup>2</sup> Projects involving human participants will require ethical approval from the IESE’s Scientific Review Committee. In rare cases, retroactive ethical approval is possible.

**Who Should Do the Fellowship?**

- Senior Executives, EDI Leads, HR Managers in any organisation
- Anyone responsible for directing and/or leading EDI at organisational level
- Any with a personal and organisational commitment to Leading Change in EDI

**Award/ Recognition:** Successful completer will be able to use the post-nominals ***F.InstESE***

**Commencement:** October 2023.

For more information, please email: [fellowship@instituteofequity.ac.uk](mailto:fellowship@instituteofequity.ac.uk)