

**University of
Northampton**

**Gender, Ethnicity,
Disability Pay Gap
& Equal Pay Report
2024**

UoN

Introduction.

Becky Bradshaw, Chief Operating Officer

Welcome to this latest annual report on our pay gaps at UON, Since April 2017, employers with more than 250 staff have been required to publish data on their Gender Pay Gap (GPG). This is the average difference between the pay of male and female employees. We are now in our eighth year of reporting and over that time the mean pay gap at UON has moved in a predominantly downward trajectory from 10.5% in 2017 to 6.9% in 2024.

We report in the following four categories:

- Proportion of males and females in each quartile of the organisation's pay structure
- Gender pay gap (mean and median hourly pay)
- Proportion of men and women receiving bonuses
- Gender bonus gap (mean and median)

The GPG is distinct from Equal Pay. The GPG is the difference between the average pay between men and women whereas Equal Pay deals with the pay difference between men and women who carry out the same job, similar jobs or work of equal value. Equal Pay data is also reported. The latest data from 31 March 2024, informs this report. The table reports on each grade and demonstrates that we pay male and female colleagues equally to do work of equal value.

So why are we still reporting a GPG? We know that the main reason for this is we attract and employ more female staff in lower grade jobs. This appears to be a challenge across society in general and we are aware of specific occupations within UON that attract one gender over another. We have continued to provide support and development opportunities for such colleagues, whilst working to remove any potential barriers to progression and reviewing our recruitment and selection processes.

The University of Northampton remains committed to removing the Gender Pay Gap and we will continue to take action to achieve this outcome.

Since 2021 the University has also reported on its Ethnicity and Disability pay data although this is not a legal requirement.

Our disability pay gap has increased slightly from 4.2% in 2023 and is now 4.8%.

There has been a slight change in the Ethnicity pay gap data in 2024 which is showing the pay gap data at 1.9% on 31 March 2024, which is up from 1% in 2023. This is the second year since reporting began that we are unable to report a negative pay gap. However, the university remains committed to eradicating an ethnicity pay gap and the report sets out what we are doing to address this in the section 'Closing the Gap'.

This report reflects on our work to date and highlights new actions which will continue to enable us to tackle the gaps and continue to promote Equality Diversity and Inclusion at the University of Northampton.



Becky Bradshaw

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Glossary.

Equal pay

Where people are paid the same for work of equal value, i.e., all staff on the same grade on the University single pay spine.

Full-pay relevant

To be included as a full-pay relevant employee, the employee must have been paid their full usual pay on 31 March 2024. This includes basic pay and holiday pay, but excludes reduced pay, overtime pay and pay in lieu of leave.

Gender pay gap (GPG)

The average difference between hourly pay for the two genders across the University workforce.

Mean value (average)

The sum divided by the count.

Median value

The value in the middle of the list of numbers.

Gender Pay Gap.

At the time this data was collected the University had 2197 “Full-Pay Relevant” (FPR) members of staff.

The workforce of the University of Northampton at this time was made up of:

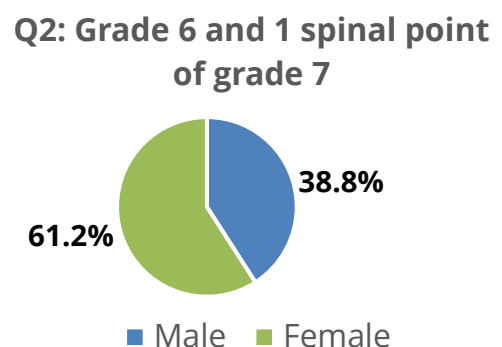
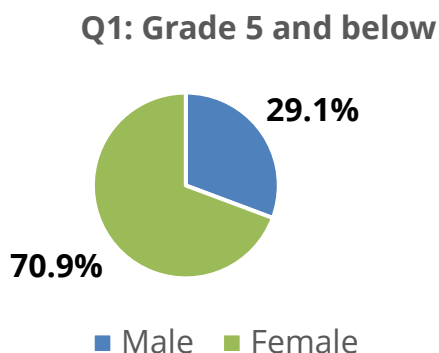
- Total FPR males, and those that identify as male: 892 (41% of FPR members)
- Total FPR females and those that identify as female: 1305 (59% of FPR members)

Although there has been a slight increase in the total figure since 2023 the percentage split across male and female staff remains the same as last year.

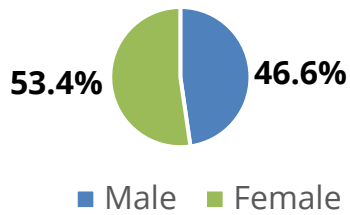
Proportion of Males and Females in each Quartile

We have ranked these FPR employees from highest to lowest paid, then divided this into four equal parts called quartiles.

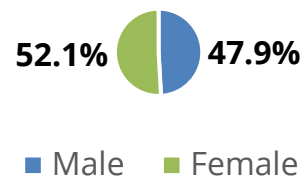
These quartiles show the following:



Q3: Most of grade 7 and lower half of grade 8



Q4: Upper half of grade 8 and above

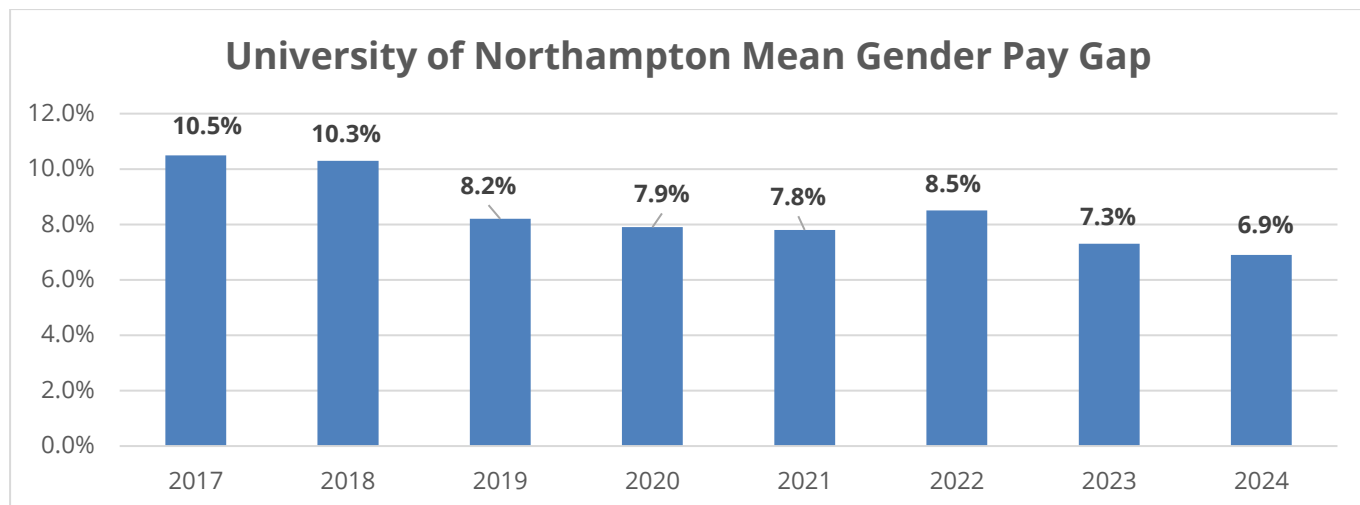


The gender split in the upper two quartiles is relatively equal, the lowest 2 quartiles, show a much greater number of females at the University in lower grade roles compared to male counterparts and the majority of applicants for roles at grades 5 and below continue to be female.

The higher percentage of females applying for, and subsequently being employed in, lower grades must therefore be considered in any reporting of average pay gaps.

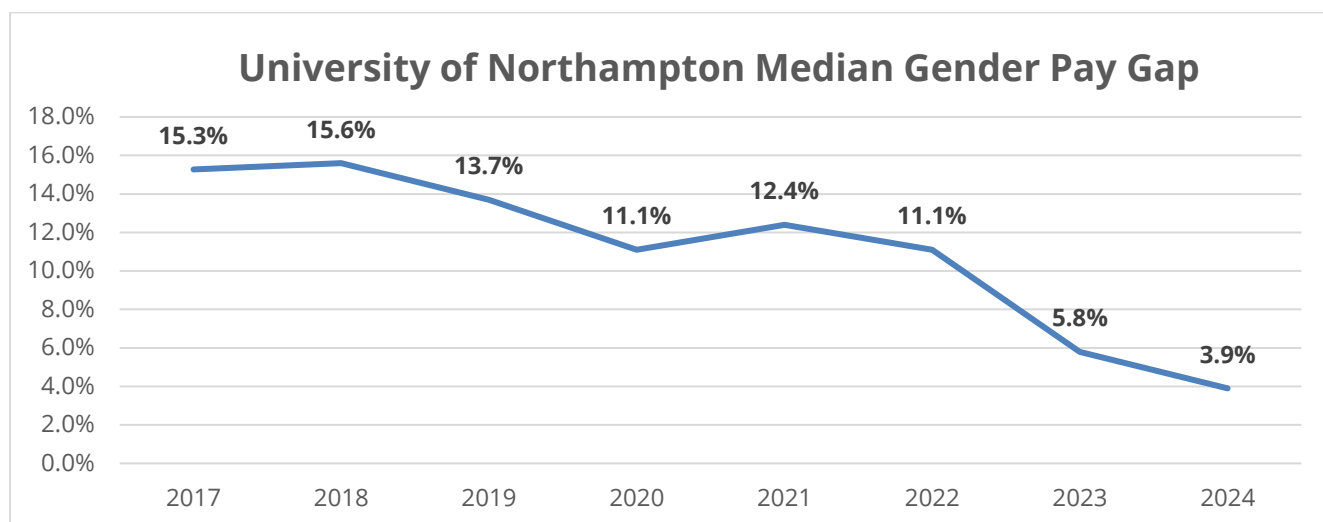
Pay Gaps

Mean and Median gender pay based on hourly rate



The overall mean gender pay gap (GPG) has decreased from 7.3% last year to 6.9% in 2024.

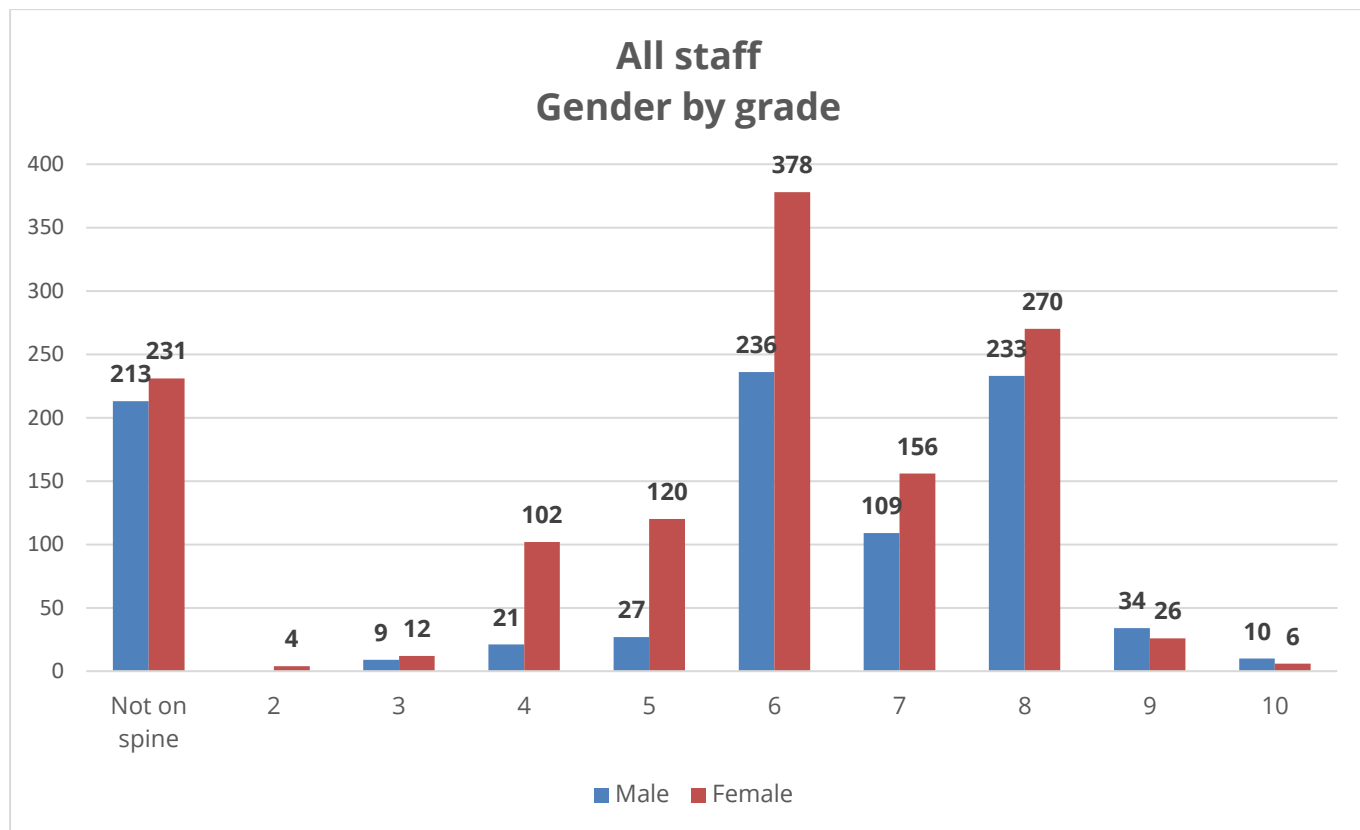
The increase in female employees in the upper quartile since 2022 has impacted significantly upon the downward trend and a reduction in the overall pay gap. However, the mean GPG in the lower and upper middle quartiles has remained consistent and the proportion of female staff who are working at grade 5 and below remains high at 70.9%.



The median GPG has continued to decrease and is now 3.9%. The increase in females in the higher grades over the past few years has also attributed to the median GPG decreasing by 7.2% since 2022 and by 11.4% since reporting began. The female median hourly rate increased to £19.23, whilst the male rate stayed the same at £20.

We have a large group of sessional staff that are paid £20 an hour that fall right in the middle of our salary range. Because of this, the male median hourly pay has been £20 for

the last five years. With the increases in the pay scales the median female hourly pay is getting closer to £20, which has led to a decrease in the median pay gap.



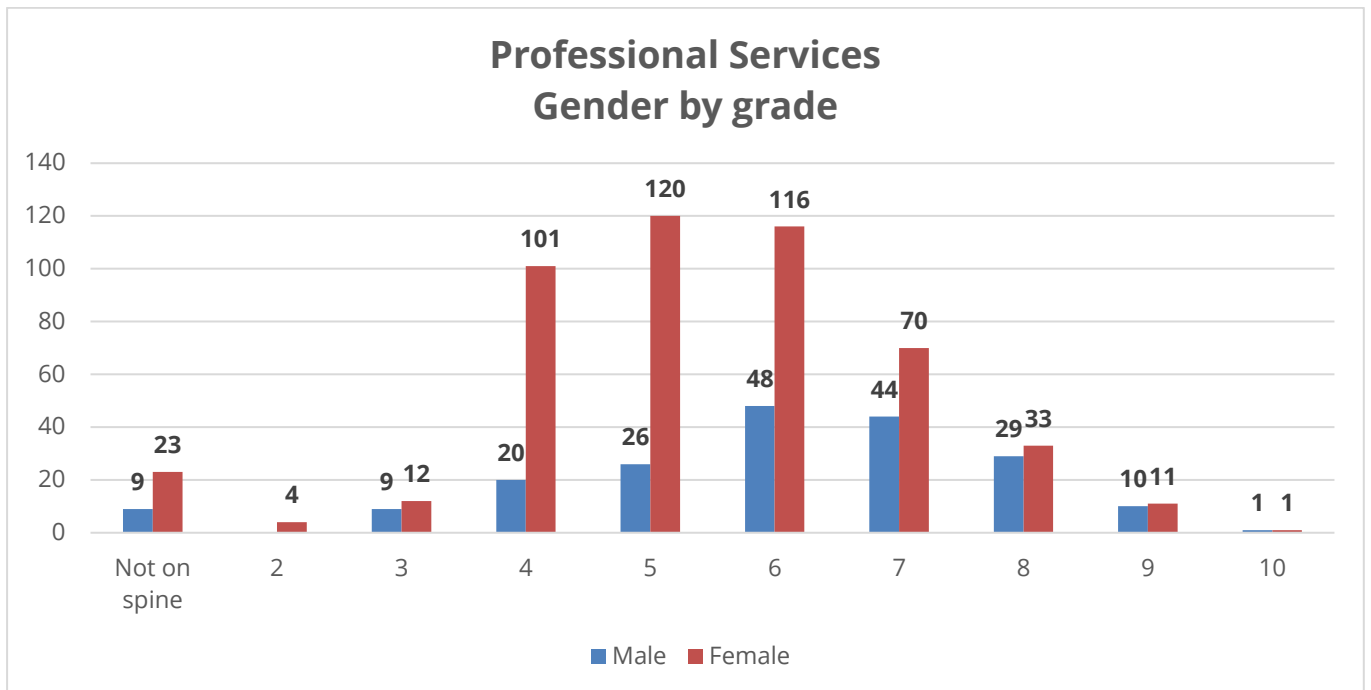
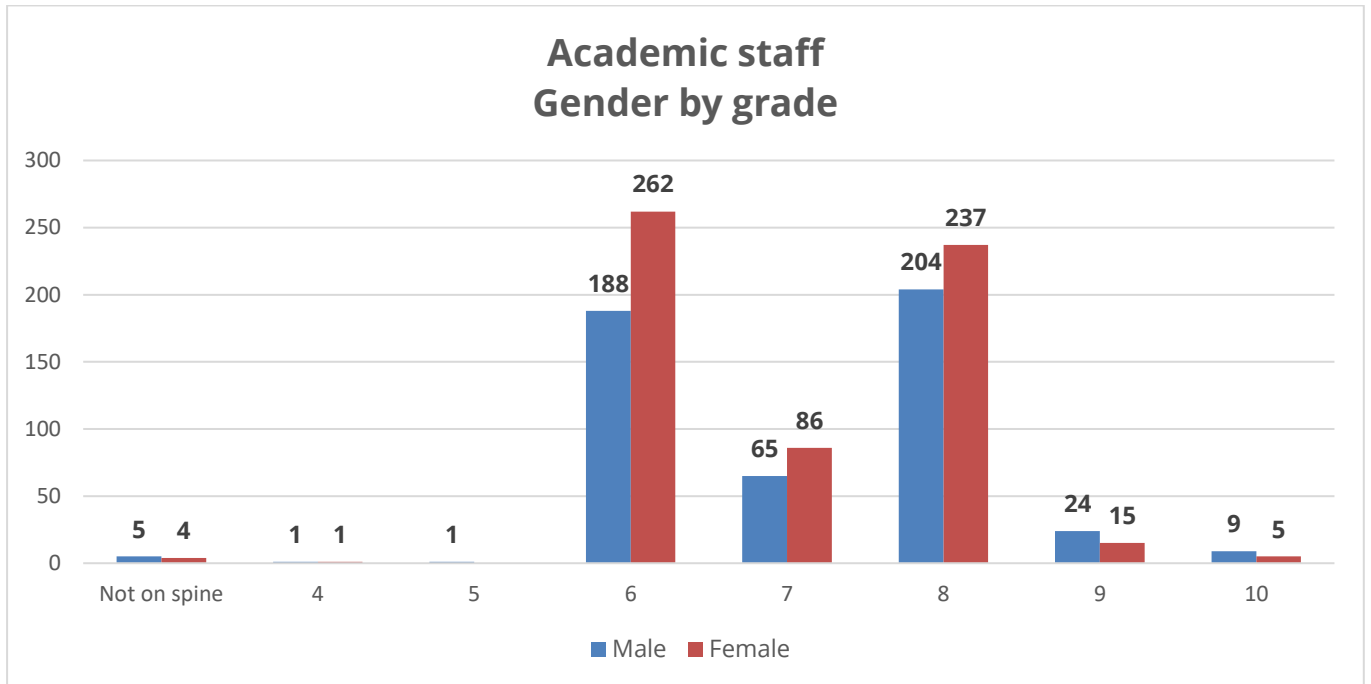
Note: UON does not employ any staff at Grade 1. Column one is used to represent all staff not on the spinal framework, including invigilators, external examiners and workers who claim fees.

The gender distribution between male and female employees by grade has remained relatively consistent since 2022 with the highest number of female staff working within Grade 6.

Gender pay gap by staff category

The academic staff mean gender pay gap = 1.42% which has seen the gap decreases since 2022 by 0.8%.

Professional Services mean gender pay gap = 15.41% which is an increase on last year of 0.81%, but represents a downward trend when compared to the figure of 17.1% for 2022



There is a significant difference between the grade distribution of female and male employees across academic & professional services staff. Whilst the majority of academic female employees are employed at Grades 6,7 and 8, in Professional Services the distribution across the lower grades is greater and there are predominantly more females than males in Professional Services with males distributed across the higher grades.

Bonuses

Proportions of staff receiving bonus pay (August 2023)

- Male FPR employees who received bonus pay: 6 (0.7% of total male FPR staff)
- Female FPR employees who received bonus pay: 5 (0.4% of total female FPR staff)

Mean bonus pay

- Male FPR mean bonus pay: £8,116.17 (£6,420 in 2023)
- Female FPR mean bonus pay: £10,104.80 (£6,174 in 2023)
- Difference/gap: £-1,988.63 (-24.5%) (£246 3.8%)

Median bonus pay

- Male FPR median bonus pay: £8,600 (£6,930 in 2023)
- Female FPR median bonus pay: £9,714 (£6,553 in 2023)
- Difference/gap: £-1,114 / -13% (£377 5.4%)

Senior staff at the University of Northampton are eligible to be considered under the University's Discretionary Performance Related Bonus Plan, paid in August each year relating to the previous academic year.

- Vice Chancellor, Deputy Vice Chancellor, Chief Operating Officer
- Executive Deans and Deans
- Executive Directors and Directors
- Deputy Deans

Bonus payments are based on two sets of criteria:

- Corporate/University Performance measured by the Remuneration Committee against corporate targets/KPI's.
- Individual performance measured against SMART objectives and submitted with evidence to Human Resources and the Board of Governors.

There has been a significant decrease in both the mean and median bonus pay of male and female staff with a negative pay gap reported for both measures for the first time. This can be attributed to the fact that this is the first year of reporting (2023 figures) that

our two most senior posts are held by women, although the proportion of female staff receiving a bonus is 0.3% lower than male colleagues.

The University discontinued the Discretionary Performance Related Bonus Plan, with effect from the performance year commencing 1 August 2023 and this is the last year of reporting these figures.

Equal Pay.

Equal Pay evaluates pay for work of equal value. The following table shows the mean salary at each grade for data as at 31 March 2024.

Grade	Female Mean hourly rate	Count of female staff	Male Mean Hourly Rate	Count of male staff	Gender Pay Gap (2023 figures)
2	12.00	4	0	0	N/A (N/A)
3	12.00	12	12.00	9	0% (0%)
4	12.37	102	13.09	21	5.5% (2%)
5	14.06	120	13.63	27	-3.1% (1%)
6	17.98	378	17.95	236	-0.1% (2%)
7	21.47	156	21.93	109	2% (3%)
8	26.66	270	26.44	233	-0.8% (1%)
9	31.77	26	31.57	34	-0.6% (1%)
10	36.78	6	36.97	10	0.5% (-9%)
Senior Staff	67.09	8	50.75	7	-32% (-18%)

Note the figures above (apart from Senior Staff) are representative only of the full pay relevant staff on the pay spine (1074 females and 679 males). (The figures exclude the 213 male and 231 female staff not on pay spine)

The biggest gap is at the Senior Staff level. The senior staff group includes Deputy Deans, Deans, Directors, Executive Directors, Deputy Vice Chancellor, Vice Chancellor and Chief Operating Officer. Two of the three most senior roles, those of Vice Chancellor and Chief Operating Officer, which were held by men in 2022 are now held by women. This has added to the significant change to the gap from 9% (senior staff) in 2022 to the current -32%. The overall GPG across the institution continues to reduce through the appointment of more females in senior roles particularly across grades 9 to Senior Staff. Across the

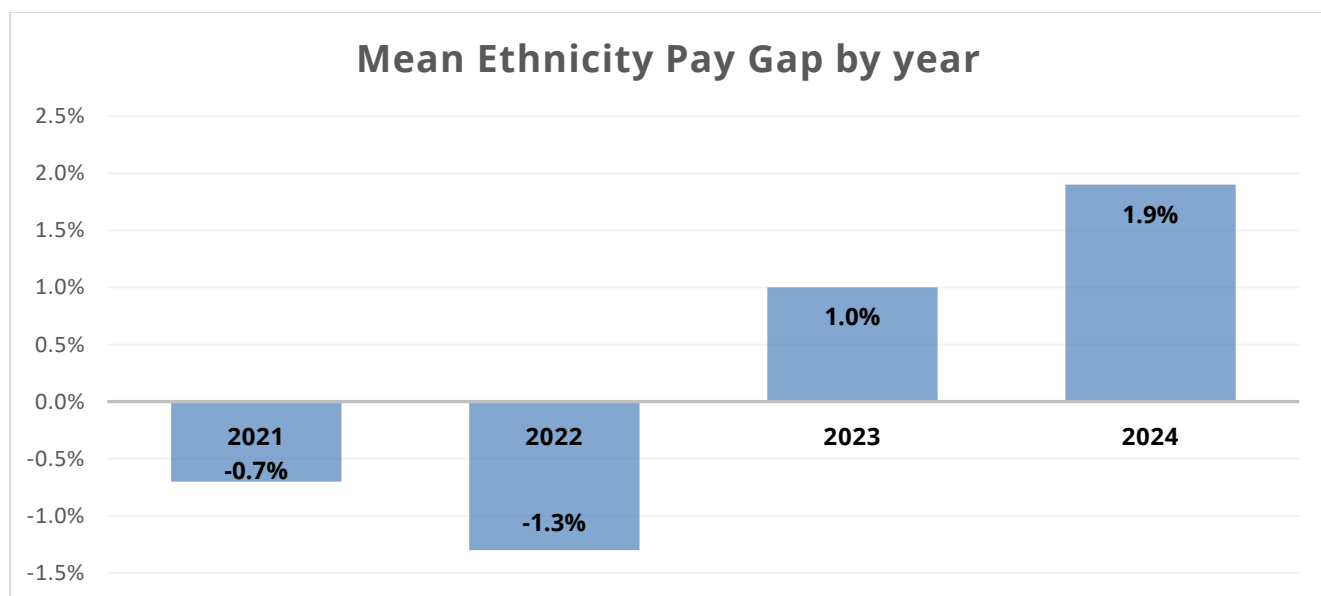
wider institution the gap remains and there are a significantly higher number of women than men in grades 4 – 8.

Ethnicity Pay Gap.

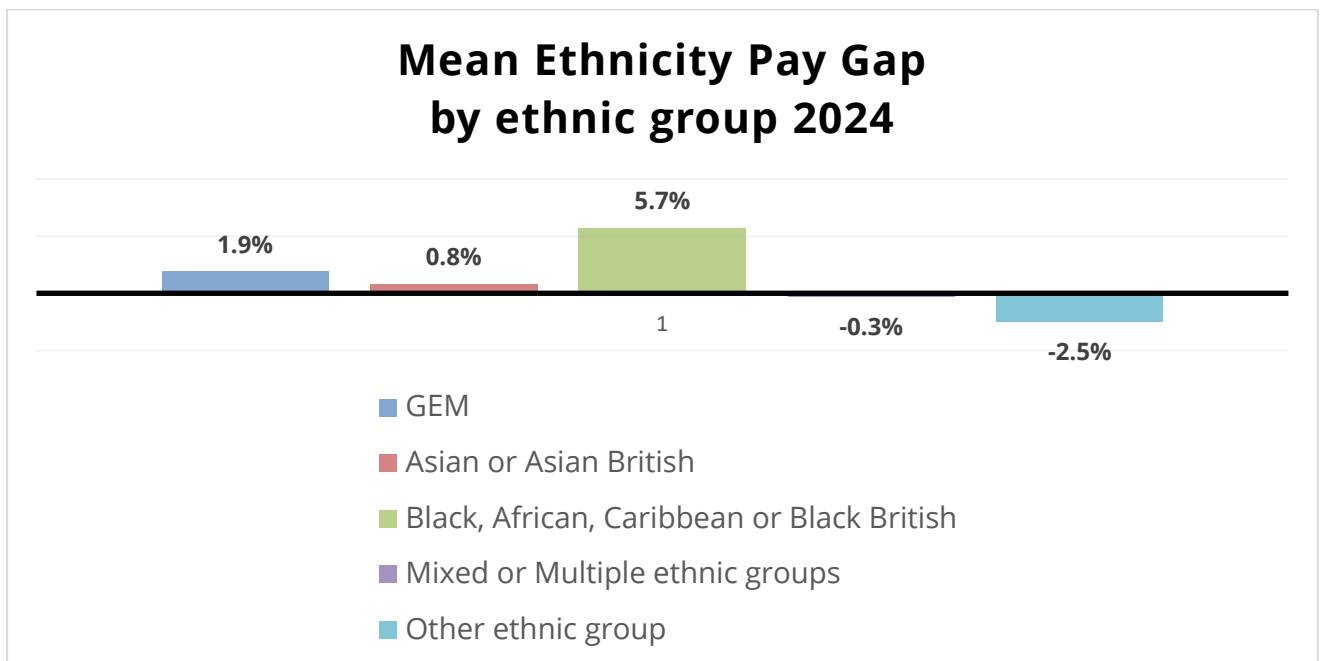
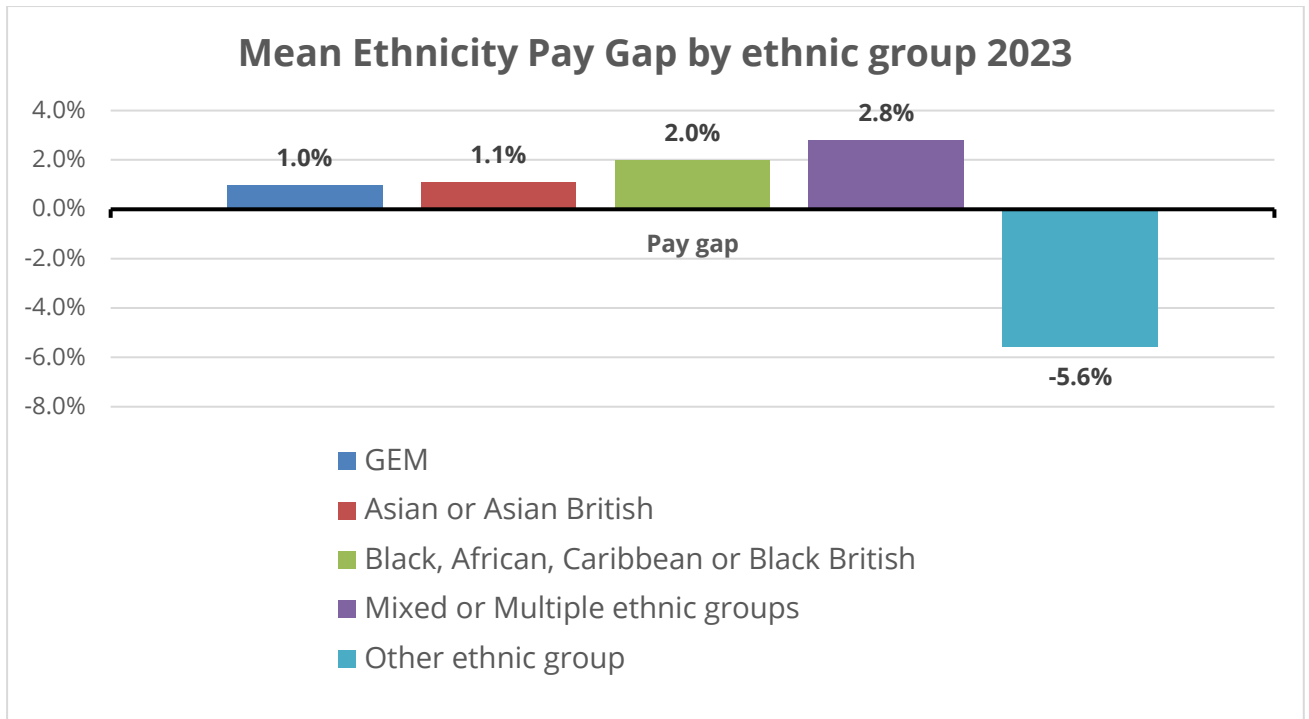
Since 2021 we have reported the Ethnicity pay gap for our staff. We have defined our ethnic groups as follows:

- White
- Asian or Asian British
- Black, African, Caribbean or black British
- Other ethnic groups
- Mixed or multiple ethnic groups

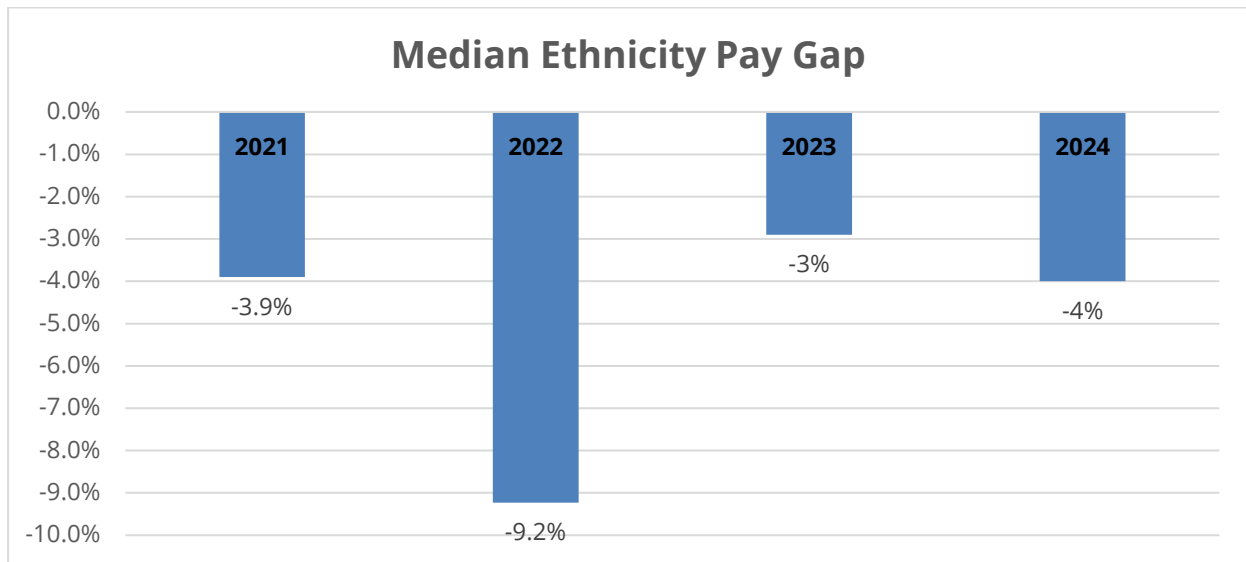
At the University of Northampton, the term used for all ethnic minority groups together is Global Ethnic Majority (GEM).



The mean pay gap across all GEM colleagues is 1.9% which means that overall, GEM colleagues are paid 1.9% less than white colleagues. This has increased since last year by 0.9%.



The above graphs show that the pay gap for colleagues in Other Ethnic groups is -2.5% with colleagues in this group paid more than their white colleagues. There has also been a positive change in the paygap for colleagues in Mixed or Multiple ethnic groups but quite a significant negative change of 3.7% for colleagues in the Black, African, Caribbean or Black British group.



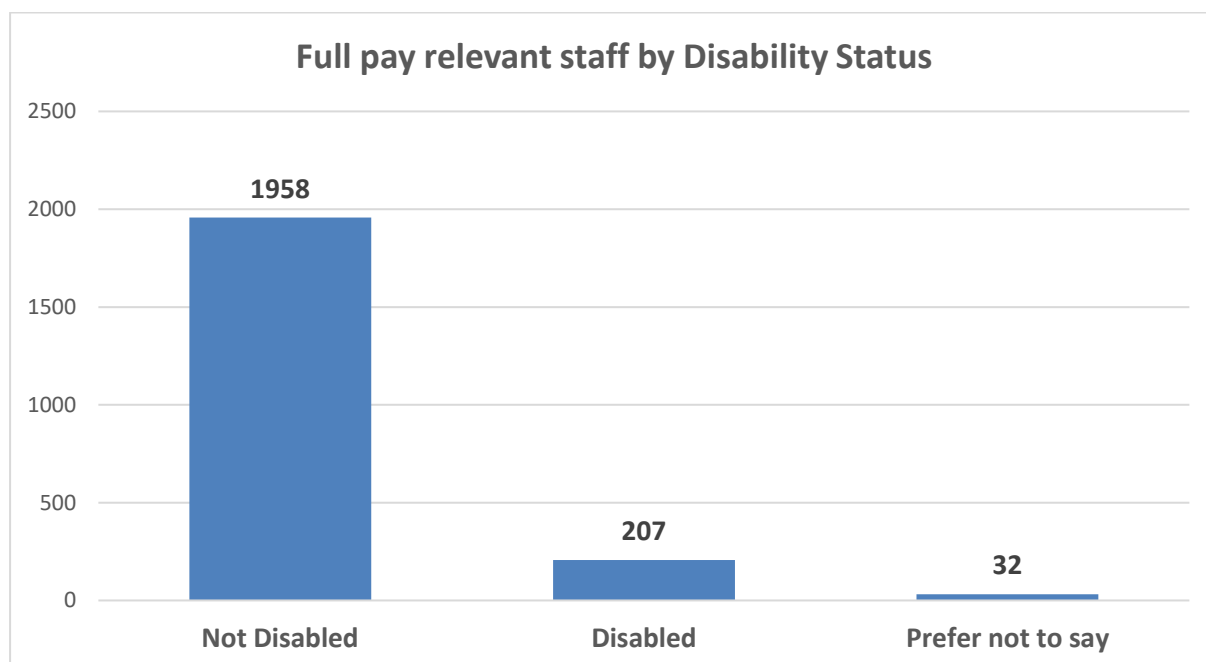
The median pay gap for 2024 is -4% which demonstrates that overall, GEM colleagues are paid 4% more than white colleagues. This demonstrates a decrease from the previous year of -3.0%.

Disability Pay Gap.

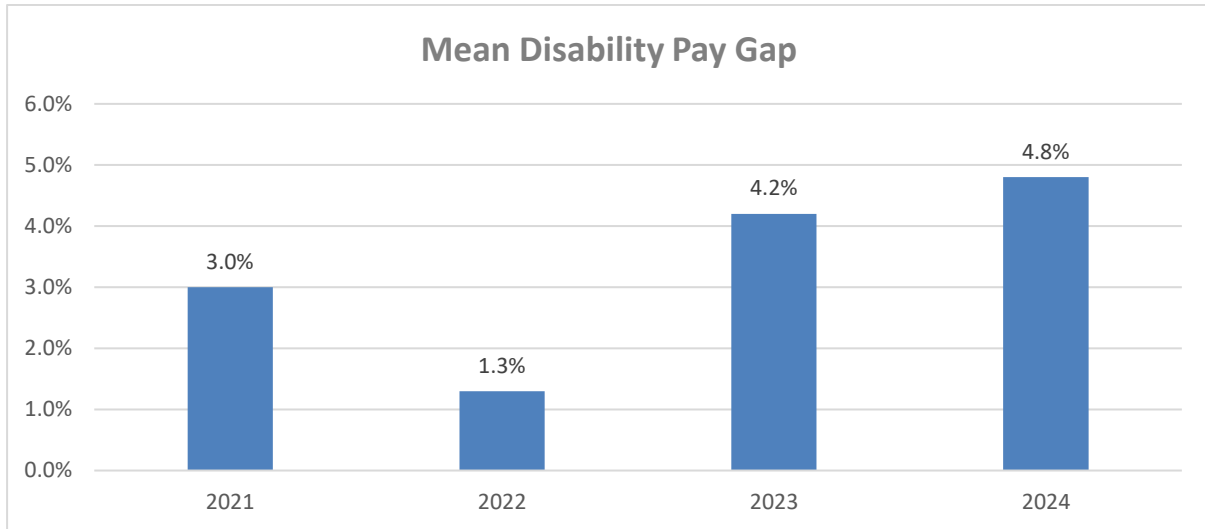
Since 2021 we have also been able to report the disability pay gap for colleagues. All staff who have declared a disability are in the group shown on the graph as Disabled and are compared against those that have not declared a disability and are shown as Not Disabled.

The table below shows our full pay relevant staff by disability status on 31 March 2024:

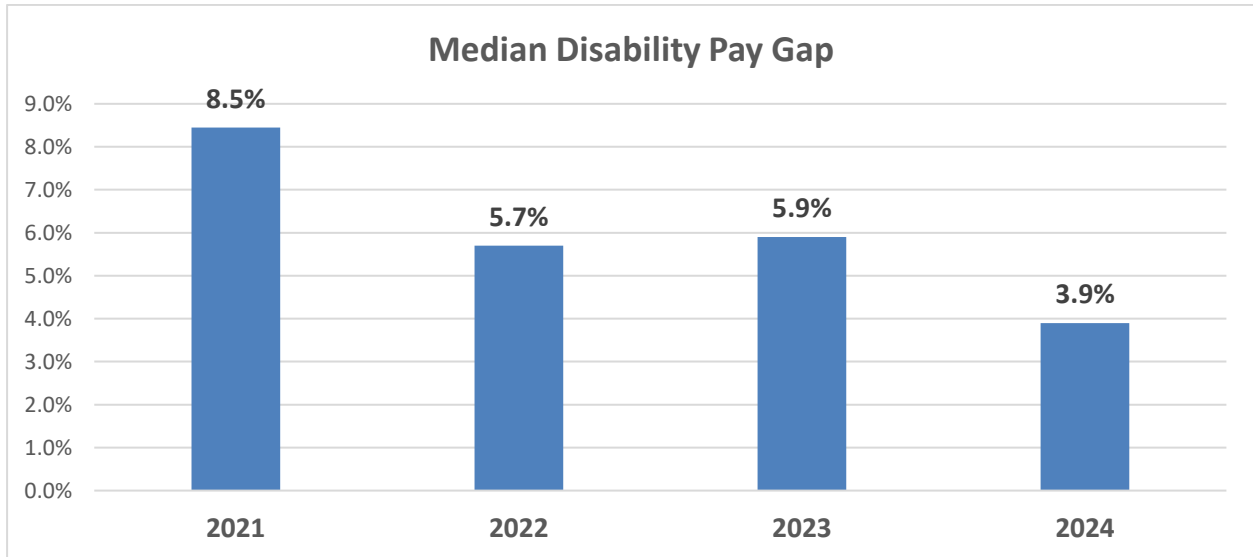
It is worth noting that there has been a significant decrease in the number of staff who have preferred not to say. In 2021, 230 staff chose not to declare their status but as only 1.5% of the full pay relevant staff have chosen not to declare their status this enables our reporting to be more accurate.



The graph below shows that the mean Disability Pay Gap is 4.8%, which shows a slight increase on the 2023 figure and an upward trend since 2022.



The median pay gap is 3.9% and shows a 2% decrease in the gap since 2023.



Closing the Gap.

The University is committed to closing the gaps and this section outlines the action we are taking to do this:

Recruitment & Selection

The University is actively undertaking initiatives to enhance our commitment to EDI across our recruitment and selection process and the below details both our progress on our 2023/2024 actions and further initiatives for 2024/2025

Progress on 2023/2024 Actions:

- **Comprehensive Review of EDI Practices:** We continue to review our recruitment processes to ensure they are inclusive, with a particular focus on mitigating unconscious bias. All recruiting managers receive training on bias awareness, and our updated Recruiting Managers Guide places strong emphasis on equitable decision-making throughout the hiring process.
- **EDI Sourcing and Selection Strategies:** This work is ongoing, and we are continually assessing and refining our approach to ensure the diversity of our talent pool aligns with our EDI goals.
- **Applicant Tracking System Enhancements:** We are looking at improving our ATS to better track diversity metrics and help identify areas where further action is needed. This includes exploring methodologies like anonymised CV screening to help reduce bias in the candidate selection process. We are also focused on ensuring that our recruitment suppliers are aligned with our EDI values. Additionally, our shortlisting process now ensures that Recruiting Managers prioritise relevant skills and experience over extraneous factors like visa status, making the process fairer and more inclusive.
- **Inclusive Job Advertisements:** We've been reviewing and updating the language used in job advertisements to ensure they are inclusive and welcoming to a wide range of candidates. This includes using plain language and removing any potentially biased phrasing.

- **Supplier Diversity:** We have started to build stronger partnerships among our suppliers, ensuring that those we work with share our commitment to diversity & inclusivity. While we have reduced the number of agency suppliers, those we continue to engage are fully aligned with our core values, ensuring everyone has the opportunity to succeed.

Web Content Accessibility Guidelines Update:

- Significant progress has been made on improving the accessibility of our digital platforms, particularly the Careers website, which now meets WCAG compliance standards. This includes ensuring compatibility with assistive technologies such as screen readers and making the site mobile-friendly, allowing candidates to easily access job opportunities from any device.
- We've also simplified the language across the site to make it more accessible to individuals with cognitive disabilities or for whom English may not be their first language.

By ensuring that our digital recruitment platforms are accessible, we are reinforcing our commitment to inclusivity and equal opportunity. These enhancements not only broaden our talent pool by removing barriers to access but also reflect our institutional values of fairness and equity.

Potential New Actions for 2024/2025:

Disability Inclusion:

- We are looking at ways to further strengthen our focus on disability inclusion within recruitment and across the broader organisation. This includes considering how we can build on the work around workplace adjustment passports, introduced in October 2023 ensuring they are embedded within our processes, and promoting their usage across departments.
- Exploring new partnerships with external organisations focused on disability inclusion is another area we are looking at, to help improve how we attract and support candidates with disabilities.

Enhancing Recruitment Data Insights:

- We are exploring improvements to our data collection and analysis capabilities within the recruitment process, particularly with a focus on tracking metrics around disability and ethnicity. Enhancing our ATS could provide us with deeper insights into diversity gaps and allow us to adjust our strategies accordingly.

Continued Focus on Inclusive Recruitment:

- Building on our progress so far, we are considering how we can further integrate EDI principles into all aspects of our recruitment strategy. This includes exploring additional tools and methodologies to reduce bias and enhance the fairness of the selection process.

Staff Awareness & Workplace Culture

We recognise the diversity of our staff and the university supports a number of initiatives to recognise and value underrepresented groups and create an inclusive workplace in which staff are able to progress:

People Strategy - Our staff are our number one priority and to support a culture of excellence in all our work we are working to develop our people strategy through a process of co-creation.

Gender Equality Plan Working Group - The University is working on a Gender Equality Plan to show its commitment to developing strategies to narrow the Gender Pay Gap. A cross department Gender Equality Working Group will deliver the plan during the coming year.

Cultural Integration Workshops

- Academic and HR Staff Development colleagues have developed an award winning programme of nine sessions focusing on building good EDI practice. This programme, called Cultural Inclusion Workshops (CIW) has been delivered to six staff cohorts and eleven student cohorts. Staff delegates report that there have been positive impacts associated with participation in this programme, specifically on proactive consideration of EDI issues during decision making and provision of service. There is a five year plan to work with all student facing teams and managers through the course, and a plan for a “train the trainer” model for delivery to students.

Flexible Working

- We continue to promote Smarter Working and Flexible Working policies at recruitment stages with all appropriate jobs advertised as flexible working friendly.

- With the change to legislation in April 2024, flexible working is now available to all staff from the first day of employment and staff may now make two requests in one year, removing any EDI bias that may have arisen from the original parameters.

Increased support for our staff-

- We have updated our Smarter Working policy to allow Staff members if they wish to do so, to apply to their line managers to take a day, or days, leave to observe religious or cultural events in exchange for a nominated bank holiday(s) and/or University Closure Day(s). This will increase flexibility and promote inclusion for our staff across the organisation.

The Eyrie Quiet Space

- In July 2024 the Eyrie Quiet Space was officially launched on the top floor of the Learning Hub. This was as a result of direct feedback by the Disability Staff Network for the creation of a comfortable and quiet space. The space has numerous live plants which are watered using an innovative hydroponic system which reduces flies and insects and the living plants and thoughtful décor offer a green oasis of calm for staff to visit. It also has lovely views of the wider campus and Northampton and allows people a bit of time to themselves away from the bustle of campus. Much thought was put into the space to ensure it was welcoming to all staff and the Eyrie offers fidget devices to borrow, a sharps bin for disposal of insulin needles, fans for cooling as well as individual areas separated by curtained booths with lamps which offer privacy. The space is furnished with a variety of seating, with the inclusion of chaise lounges with firm cushioning to allow wheelchair users to move comfortably between chairs. It is a great addition to our campus and has been extremely well received by our staff.

Menopause Support and Guidance

- Work continues to ensure that UON is menopause friendly and a training package for all managers (available to all colleagues) has been created. At December 2024, 436 line managers have completed this training.
- The menopause support group also continue to actively provide events and cafes with guest speakers to raise awareness of menopause and provide a support network for colleagues.
- The menopause group have also been active in supporting a Research project on the correlation between sleep and menopause and the impact this can have on

women in the workplace thus raising the general profile of menopause and its effects across UON.

Disability and Inclusion Coordinators

- Comprising representatives from across the University this group continues to take responsibility for the coordination of activities to enable all areas to meet their equality obligations and encourage the development of best practice to meet the specific or collective needs of disabled members of staff and students.

Development Opportunities for all

Update on Previous Commitments

- *The Staff Development team continue to promote the range of opportunities available to all staff to ensure that everyone is aware of how they can achieve personal and work development goals.*

HR Staff Development, Academic Development, and Research Development have established a “one-stop-shop” for all staff development registration. We have seen an increase in engagement with the portal over the disparate methods available before, and there is regular optimisation work taking place to connect disparate opportunities into programmes to support specific career paths and roles.

- *A mentor programme is currently in development for Black Professionals, and it is intended that this be developed further and evolve into an organisational wide programme.*

This programme is now ready to launch, with opportunities to mentor and to be mentored supported by a matching platform (MentorNet) and specific training for mentors. The platform can support several schemes, with the first being mentoring for GEM staff and students. We anticipate this will expand to introduce a mentoring programme for women and reverse mentoring support in the upcoming academic year.

- *All PDRs include at least 1 development objective and appropriate time will be given to engage and complete. Compliance will continue to be monitored and reported back to the EDI forum.*

This is articulated in the PDR Policy and Procedures. Monitoring of PDR compliance is in line with completion deadlines, and all faculties and departments have access to text reporting through their respective Executive teams. The personal and professional development aspects of the PDR, including the emphasis on at least

one “staff owned” objective is reinforced by training for frontline staff and for managers, available throughout the year. It is worth noting that there is a delay to the PDR cycle for 2024/25 and progress will therefore be reviewed in January 2025.

Academic progression

- PDRs continue to focus on academic career progression, ensuring research time, scholarly activity and hours allocated under Professorial and Associate Professor titles is protected in workload planning through management support and empowerment. The 2024-25 PDR round will continue to include at least 1 research or teaching and learning focused objective that supports high achievement and/ or progression.

Development opportunities for all women

- Engagement with Springboard, a self-development programme that provides personal and work development opportunities for women continues to be strong, and the University has invested in certification for an additional Springboard trainer. Delegates report that the course is useful with 97% of delegates reporting that the course was useful in supporting career or life plans.

Equality, Diversity and Inclusion – Additional Opportunities for Development

- A new Race Equity package of training will be introduced in 2024/25 consisting of a general introduction to e-learning developed by Advance HE and a follow up face to face workshop intended for critical student facing teams and groups for managers.
- After very positive reception as a one-off training session in previous years, Trans Awareness training will now be provided as a regularly offered session twice yearly.
- The HR Staff Development team, IT, and the equality team are partnering to enhance Digital Accessibility across the University with a package of online learning and resource packs. This activity is governed through a Digital Accessibility Steering Group with representatives from across the University, including the Disability Staff Network.

- The portfolio of learning support in the area of EDI continues to expand. (See Appendix 1)
- Ability Smart have delivered Disability Awareness Training, focussing on neurodiversity, to a number of staff and the University continues to support training commissioned via Access to Work to improve the experience of staff. The intended outcome is that staff feel supported in their post and feel able to progress their career within UON.

Ethnicity and Disability pay gaps

We are committed to closing our ethnicity and disability pay gaps and despite a slight increase in both pay gaps this year we are working hard to understand and address the reasons for this.

Cross institutional working groups have been formed to further analyse the data and to look at actions to address any pay gaps. Project groups have also been set up including:

Race Equality Project 23 – 25

The Race Equality Project is on-going and the organisation has signed up to Advance HE Race Equality Charter (REC) which will allow us to further assess our progress around race equality.

As part of this cross institutional project, we will explore both quantitative and qualitative data for our staff and students and develop further actions to address any identified gaps.

Applying for a REC Award will allow us to explore intersectional data from across the university through a self-assessment process that will help us identify our priorities and develop and implement an action plan to address gaps across the organisation.

Empowering the Black Professional

The Empowering the Black Professional Project has initiated a pilot formal Mentoring project across the organisation targeted at staff and students from a Global Ethnic Majority (GEM) background in an effort to support their development. Evaluations from this project will be used to develop the wider University initiatives in place for mentoring across different groups.

An EDI workstream to increase recruitment and progression of Black staff

- The Equality, Diversity and Inclusion Forum will include a 2024 agenda item to look at intersectional data, identifying what and how this will be analysed with the view to reporting this in the 2024 pay gap report.

Our current EDI strategy ends in 2025 and as we move to reflecting on new actions for the strategy, we will analyse our data to assess remaining gaps and build new initiatives to support the University's EDI agenda.

Appendix 1

Equality, Diversity and Inclusion – Portfolio of learning support

A Manager's Guide to Inclusive Teams
Accessibility for Managers and Non-Designers
Adding Value through Diversity
Addressing Unconscious Bias as a Leader
Advancing a DIBs Strategy in Your Organization
Advancing Women of Color: Go from the First and Few to the Many
Advocating for Change in Your Organization
Allyship and Advocacy Across Our Differences
Autism in the Workplace
Become a Courageous Female Leader
Becoming an Ally to All
Best Practices for Managing Global Projects
Build Your Inclusive Leadership Skills
Bystander Training: From Bystander to Upstander (2019)
Communicating about Culturally Sensitive Issues
Communicating Across Cultures
Communicating Across Cultures (2018)
Communicating Across Cultures Virtually
Confronting Bias: Thriving Across Our Differences
Confronting Gender Bias
Creating Accessible and Inclusive Video
Creating Inclusive Learning Experiences
Creating Safe Spaces for Tough Conversations at Work
Cultivating Cultural Competence and Inclusion
Cultivating Cultural Competence and Inclusion (2022)
Cultural Humility and Agility
Cultural Inclusion Workshops
Dealing with Microaggression as an Employee
Develop Interpersonal Skills for Inclusive Workplaces
Developing a Diversity, Inclusion, and Belonging Program
Developing Cross-Cultural Intelligence
Developing Cross-Cultural Intelligence (2016)
Difficult Conversations: Talking about Race at Work
Digital Accessibility for the Modern Workplace
Disability Readiness for Leaders and Managers
Discussing Racism with Dr. Christina Greer
Diverse Talent in Recruiting and Hiring

Diversity Across Generations: Supporting Workplace Inclusion
Diversity and Inclusion in Marketing: Inclusive Language for Marketers
Diversity Recruiting
Diversity, Equity, Inclusion and Belonging for Leaders and Managers
Diversity, Equity, Inclusion, and Belonging for All
Diversity, Inclusion, and Belonging
Diversity, Inclusion, and Belonging for All
Driving Change and Anti-Racism
Driving Inclusion with Empathy
EDI for Managers
Empowering BIPOC through Mentorship
Empowering Dyslexic Thinking at Work
Equity First: The Path to Inclusion and Belonging
Exploring a Career in User Experience Design
Fair and Effective Interviewing for Diversity and Inclusion
Fostering Belonging and Inclusion for Managers and Leaders
Foundations of Diversity, Equity, Inclusion, and Belonging
From Compliance to Culture: A Psychological Safety Framework for Inclusion
Getting a Seat at the Table and Making It Count
How Managers Create a Culture of Belonging
How to Be a Good Ally
How to Be an Inclusive Leader
How to Be More Inclusive
How to Listen and How to Be Heard
How to Speak Up Against Racism at Work
How to Succeed as a Latina in a Global Work Environment
How to Support Colleagues from Underrepresented Groups
HR Roles in the Modern Workplace
Improving Your Mental Health at Work
Inclusion and Equity for Workers with Disabilities
Inclusion in a Global Enterprise
Inclusive and Professional Conversations on LinkedIn: Tips for Success
Inclusive Branding: The Secret to Attracting the Right Talent for Your Organization
Inclusive Female Leadership
Inclusive Mindset
Inclusive Mindset for Committed Allies
Inclusive Selling: Selling Across Culture, Race, and Gender Differences
Integrating Mental Health into DEI
Leadership Strategies for Women

Leading Diverse Teams to Success
Leading Your Org on a Journey of Allyship
LGBT+ Awareness
LGBT+ in the Classroom
LinkedIn Learning DEI Awareness Professional Certificate
Make Belonging Real in the Workplace
Managing a Diverse Team (2023)
Multinational Communication in the Workplace
Out and Proud: Approaching LGBT Issues in the Workplace
Overcoming Cognitive Bias (2020)
Overcoming DEI Leadership Challenges
Own It: The Power of Women at Work
Owning and Scaling Belonging for You
Practicing Diversity and Inclusion in Media and Entertainment
Proven Success Strategies for Women at Work
Public Speaking for Non-Native English Speakers
Race Equity
React: Components, Context, and Accessibility
Recruitment Fair Practice
Rolling Out a Diversity and Inclusion Training Program in Your Company
Six Skills to Develop Cultural Agility
Skills and Competencies for Leading Today's DEI Workforce
Skills for Advancing as a Woman in Leadership
Skills for Inclusive Conversations
Social Interactions for Multinational Teams
Speaking Up for Yourself and Underrepresented Groups
Strategies to Foster Inclusive Language at Work
Succeeding as an LGBT Professional
Supporting Your Mental Health While Working from Home
Three Steps to Mental Well Being at Work
Tracking, Measuring, and Reporting Your DEI Efforts
Trans Awareness
Unconscious Bias (with Audio Descriptions)
Uncovering Your Authentic Self at Work
Understanding and Supporting ADHD Colleagues in the Workplace
Understanding and Supporting Asian Employees
Understanding and Supporting LGBTQ+ Employees
Understanding Intersectionality
Union Black: Britain's Black Cultures and Steps to Anti-Racism
Unlocking Authentic Communication in a Culturally-Diverse Workplace
Using Gender Inclusive Language
What To Do When You Are Bullied at Work

