125 YEARS 1898 - 2023 | LSTM LIVERPOOL SCHOOL OF TROPICAL MEDICINE

Equity, Diversity and Inclusion Strategy

Liverpool School of Tropical Medicine

www.lstmed.ac.uk

2026-2029

Equity, Diversity and Inclusion Strategy

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Vision

Liverpool School of Tropical Medicine (LSTM) is committed to cultivating and championing Equity, Diversity and Inclusion (ED&I) to ensure that every member of our community can thrive and feel a strong sense of belonging.

We adopt a human-centred approach to empower our people and deliver transformative change. At LSTM we want to embed equity and our values in all that we do, co-creating solutions and nurturing inclusive cultures both in Liverpool and with our partners and communities globally.

Introduction

Liverpool School of Tropical Medicine's Equity, Diversity and Inclusion Strategy synthesises a wide range of activity into a framework for effective action and transformation. It aims to leverage ED&I capital across LSTM to address current and emerging challenges and to create alignment with the institution's broader strategy, mission, vision and values.

This strategy, which celebrates ED&I as integral to LSTM's values, applies to all our staff and students, with a particular focus on minoritised groups. It pertains to the LSTM Group, including the Well Travelled Clinics Ltd and IVCC.

This strategy acknowledges the detailed targets outlined in other institutional charter mark action plans but focuses on broader strategic themes measured by success outcomes for 2029, with more detailed metrics being monitored internally.

LSTM is committed to ensuring and securing lawful freedom of speech and academic freedom across its communities. We foster mutual respect and understanding and will work to create an environment that encourages respectful discourse and exchange of ideas within an inclusive context.

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Approach

In line with our **2023 - 2028 Institutional Strategy** we aim to foster and uphold an equitable and diverse environment across each of our **four institutional pillars - research, education, partnerships and investing in our future.**

We want to cultivate a culture and community where everyone feels valued, respected, included, safe and empowered to fulfil their potential.

Guiding Principles

To achieve this, we commit to the following guiding principles:

1. **Proactive and accountable –** ED&I is institutionally owned and embedded across all functions and led from the top as everyone's responsibility, whilst inequity and inequitable outcomes are proactively addressed.
2. **Coordinated and contextual –** ED&I is responsive and reflective of LSTM's institutional context as well as local and global LSTM needs and the evolving ED&I landscape.
3. **Evidence base and impact –** ED&I is data-driven decisions and impact is measured.
4. **Synergy and alignment –** ED&I is linked to institutional enabling strategies, and charter marks are embedded and aligned with our mission and vision.
5. **LSTM values –** Our ED&I strategy upholds our values of Inclusivity, Impact, Integrity and Partnership.
6. **Intersectionality –** All ED&I activities and efforts adopt an intersectional approach to understanding and addressing inequities.
7. **Diversity of thought –** Diversity of thought and experience is valued. We enable and support all voices to be heard with respect.

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Key Terms and Definitions

Equity

Fair treatment by recognising that people have different needs, experiences, and starting points. Equipping people to thrive, going beyond treating everyone the same.

Diversity

The presence of difference within a group — including race, gender, disability, age, sexuality, class and more. It recognises the value and strength of varied perspectives, thoughts and identities.

Inclusion

Creating environments where all people feel respected, valued, and able to fully participate. It goes beyond representation to ensure voices are heard and barriers are removed.

Allyship

The ongoing, active practice of using one's privilege to support and advocate for marginalised groups. Showing up consistently, listening, and taking meaningful action to further enhance and improve ED&I.

Intersectionality

A framework that recognises how multiple aspects of identity (e.g. race, gender, disability, age, sexuality, class etc) overlap and shape experience. It highlights how systems of oppression are interconnected and can't be understood in isolation, and how privilege is not static.

Equality

Ensuring everyone is treated the same and has access to the same opportunities.
It assumes a level playing field but doesn't account for historic or systemic disadvantage or barriers.

Minoritised

In the context of this strategy minoritised is used to describe groups that experience historical and active systemic barriers to equitable outcomes, power, access and resource. It describes groups that are marginalised by systems, cultures and processes.

Belonging

A deep sense of being accepted, seen, and valued for who you truly are. It's the outcome of meaningful inclusion, equitable access, trust, and psychological safety.

Accountability

Taking responsibility for actions, decisions, and their impact — especially in addressing harm inequity, or inequality. It involves transparency, self-reflection, and a commitment to change.

Strategy Themes

Our strategy is built around four core overarching themes:

1. Fostering a culture of inclusion and promoting a strong sense of belonging
2. Communication, understanding and allyship
3. Embedding intersectionality and equity throughout institutional practices
4. Leadership and accountability

Theme 1: Culture of inclusion and promoting a strong sense of belonging

To enhance belonging and trust, reduce barriers to inclusion, break down silos and create equitable opportunities for everyone to thrive

Outcomes

1. Staff and students engage with and promote ED&I values and opportunities
2. Staff and students who are minoritised feel a strong sense of belonging and have opportunities to thrive
3. There is an increase in psychological safety, and staff and students are confident to speak up and report bullying, harassment and discrimination cases via reporting mechanisms

Theme 2: Communication, understanding and allyship

To promote understanding of ED&I across LSTM, empowering staff and students to engage with ED&I in ways which are meaningful to them; cultivating allyship and communication pathways to allow all to be heard

Outcomes

1. LSTM deploys an effective communication strategy for ED&I utilising diverse communication channels that span all areas of the organisation, with clarity on audience and engagement levels
2. Staff and students at all levels have improved levels of engagement with activities promoting ED&I and understanding of the systemic barriers and challenges faced by minoritised groups
3. Minoritised staff and students are confident they have access to platforms to allow their voices to be heard, including a feedback loop evidencing action taken and two-way communication
4. LSTM celebrates minoritised staff and students both internally and externally and promotes allyship

Theme 3: Embedding intersectionality and equity throughout institutional practices

Embed ED&I throughout the work of LSTM and evidence impact in meaningful ways; embed intersectional approach to practices, processes and policies

Outcomes

1. Policies and processes at LSTM embed equity and intersectionality to ensure that all minoritised groups are considered and supported
2. Practices are benchmarked using external ED&I standards
3. ED&I principles are embedded in employee and student lifecycles from onboarding to exit
4. Staff and students from all backgrounds feel that they can thrive and progress to the best of their ability
5. Metric driven targets are established to improve recruitment, progression, and retention for minoritised groups
6. Decolonial and ED&I principles and practices are embedded across research, education and culture

Theme 4: Leadership and accountability

Starting from the top, everyone at the organisation is responsible for upholding and embedding ED&I, with leadership accountable for embedding ED&I through leadership and governance

Outcomes

1. LSTM fosters, cultivates and develops talent ensuring that minoritised groups at all levels have equitable access to develop leadership skills and achieve leadership positions
2. Leaders and managers at all levels embed and lead with principles and practices of ED&I in their areas
3. ED&I principles and representation of minoritised groups are embedded in governance and decision making across LSTM to ensure accountability and effective delivery of meaningful ED&I activity and efforts
4. Leadership teams across LSTM reflect the organisation's diverse staff and student community, and minoritised groups

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