

# Every Researcher Counts

## Resource B

### Career conversations

### B2 – Equality and diversity questions

Vitae is supported by Research Councils UK (RCUK),  
managed by CRAC: The Career Development Organisation  
and delivered in partnership with regional Hub host universities



**CRAC**

with support from



Cyngor Cyllido Addysg  
Uwch Cymru  
Higher Education Funding  
Council for Wales

**hefcw**



# Equality and diversity questions

Questions adapted from Equality Challenge Unit's 'Managing Fairly' publication

<http://www.ecu.ac.uk/publications/files/managing-fairly.pdf/view>

**What are the key issues around the equality and diversity agenda in your institution/department?**

---

---

**Have you set equality and diversity objectives in your team/group?**

---

---

**How are you managing equality and diversity in your workplace? Who could help you do this?**

---

---

**How do you promote an inclusive working environment that values difference, where staff feel comfortable and respected?**

---

---

**Are your staff aware of their own responsibilities with respect to equality and diversity? How might you go about helping them understand these?**

---

---

**What do you think are the real or perceived barriers to progression, and what actions can you take to address them?**

---

---

**Are you able to recognise the full range of skills and knowledge in your team and to see how this can be extended through an individual's development?**

---

---

**Do you encourage flexible working and promote work life balance for all staff (and are a good example of this yourself)?**

---

---

**How would you support the careers of both younger and older researchers in light of the abolition of the default retirement age?**

---

---