



INCLUSIVE PRACTICE CASE STUDY - 1

Strategic anti-discrimination activity
Intercultural and Anti-Discrimination Adviser

OBJECTIVE(S)

Action to address discrimination, and its impact on student experience, and to support the launch of a reporting system for students who experience discrimination or harassment. Action also aimed to encourage student reporting of these experiences, so that the University can evidence the issues and evaluate action taken, and to support students through reporting processes.

ACTION

The University has introduced a new staff position, the Intercultural & Anti-Discrimination (I&AD) Adviser, to support the launch of a Report and Support process for students, which records experiences of harassment, discrimination and gender-based violence. The I&AD Adviser provides support to students, and undertakes student engagement and staff awareness work. This includes awareness-raising with College Equality, Diversity and Inclusion (EDI) Committees, training student advisers, liaising with the Edinburgh University Students' Association, and developing workshops and resources.

LEARNING

1. Collaboration with Student Experience team

Locating the I&AD Adviser within Student Experience allows a holistic approach that engages with curriculum, student support, skills training, and intercultural awareness.

2. International & pre-sessional student needs

Pre-sessional international student needs, such as knowledge gaps regarding (academic) cultural competencies, are being identified and addressed.

3. Value of student engagement and peer support

The I&AD Adviser has several in-development projects that amplify student experience, student voice, student and alumni skills, and/or focus on student-led, peer support.

ADAPTIVE PRINCIPLES

- Anti-racism and anti-discrimination activity
 - Encouraging reporting
- Tailored student support
- Student-led engagement work
- Increasing intercultural awareness among students and staff
- Holistic (academic) cultural skills development

AT A GLANCE

CHALLENGES

- Student experiences of discrimination
- Report and support process
- Intercultural skills & awareness raising

BENEFITS

- Student support initiatives across the University and the student life cycle
- Collaboration with Student Experience, EDI, student support, and teaching staff teams
- Skills training and awareness raising for students and staff

RESOURCES/OUTPUTS

For Students:

- [Report + Support Platform](#)
- [How to use Report and Support](#)

For Staff:

- [Supporting students](#) who report discrimination
- Anti-Discrimination [Toolkit](#) (Work in Progress)
- [LLC Anti-Racist Resource Hub](#)