

OUR PLEDGE

for determining our priorities & interventions

LJMU School of Sport and Exercise Sciences

in determining our priorities & interventions, we commit to:

Adapting robust, transparent, and accountable processes for gender equality work, including:

- embedding diversity, equity, inclusion and respect in our culture, decision-making and partnerships, and holding ourselves and others in our institution/department accountable
- undertaking evidence-based, transparent self-assessment processes to direct our priorities and interventions for gender equality and evaluating our progress to inform our continuous development



1

Addressing structural inequalities and social injustices that manifest as differential experiences and outcomes for staff and students



2



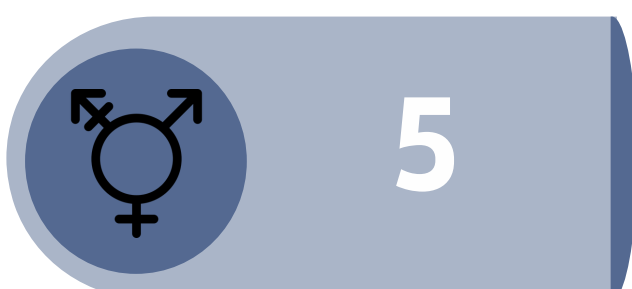
3

Tackling behaviours and cultures that detract from the safety and collegiality of our work and study environments for people of all genders, including not tolerating gender-based violence, discrimination, bullying harassment, or exploitation

understanding and addressing intersectional inequalities



4



5

fostering collective understanding that individuals have the right to determine their own gender identity, and tackling specific issues faced by trans and non-binary people because of their identity

examining gendered occupational segregation, and elevating the status, voice, and career opportunities of any identified undervalued and at-risk groups



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7

mitigating the gendered impact of caring responsibilities and career breaks and supporting flexibility and the maintenance of a healthy 'whole life balance'

mitigating the gendered impact of short-term and casual contracts for staff seeking sustainable careers



8



LIVERPOOL
JOHN MOORES
UNIVERSITY