**Our pledge for determining our priorities and interventions**

**LJMU School of Sport and Exercise Sciences**

In determining our priorities and interventions, we commit to:

1. Adapting robust, transparent, and accountable processes for gender equality work, including:
   1. embedding diversity, equity, inclusion and respect in our culture, decision-making and partnerships, and holding ourselves and others in our institution/department accountable
   2. 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
2. Addressing structural inequalities and social injustices that manifest as differential experiences and outcomes for staff and students
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
4. Understanding and addressing intersectional inequalities
5. Fostering collective understanding that individuals have the right to determine their own gender identity, and tackling specific issues faced by trans and nonbinary people because of their identity
6. Examining gendered occupational segregation, and elevating the status, voice, and career opportunities of any identified undervalued and at-risk groups
7. Mitigating the gendered impact of caring responsibilities and career breaks and supporting flexibility and the maintenance of a healthy ‘whole life balance’
8. Mitigating the gendered impact of short-term and casual contracts for staff seeking sustainable careers