MISSION	**WIN Access Mission** We aim to cultivate an inclusive environment that is **informed, safe** and **encouraging** to all members of the WIN		
AIMS	**Increase awareness** (info sharing and training)	**Supportive community** (peer support)	**Advocate for staff** (liaise with management)
MEANS	• Create an online toolkit to share internally and eventually externally to other STEM departments/centres • Hosting events/ seminars focused on issues around disability/neurodiversity and STEM • Awareness campaigns on specific issues	• Create mechanisms for staff to identify barriers/issues they are facing • Set up peer support network • Link with the Open Science community	• Have ability to discuss with facilities the implementation of reasonable adjustments • Feedback to management strategies for inclusivity • Have a voice for any planned events or buildings to ensure accessibility
OUTCOMES (Measurable)	• Data on the usage and impact of the toolkit/ attendance at events • Integration w/ Senior Management agenda • Member feedback on campaigns	• Degree of interaction from staff members • Identification of barriers preventing disabled / neurodiverse members applying to WIN or progressing within the department • Incorporate disability awareness as part of training for Open Science Ambassadors	• Set up pathways to raise barriers or possible reasonable adjustments with facilities and management • Identify sources of funds to provide reasonable adjustments • Quantify diversity of applicants applying to WIN
IMPACT (Projected)	• Strengthen workplace culture • Mitigate "isolation" of WIN'ers • Increase visibility of disability and neurodiversity to remove stigma • Diversity = creativity	• Liaise with management to identify and remove barriers • People work better in a more inclusive and supportive environment	• Create mechanism for reasonable adjustments without creating stress on individual • Build in adjustments to future plans