



STONEWALL WORKPLACE EQUALITY INDEX

Thank you to everyone who took part in compiling the Stonewall WEI 2020 submission.

The WEI is a powerful evidence-based benchmarking tool used by employers to assess their achievements and progress on LGBT+ equality in the workplace. One of the University's Equality objectives, reviewed and agreed by Council in July, is to consolidate our position in the Stonewall Top 100 employers list.

We received invaluable input from the LGBT+ Advisory Group, LGBT+ Role Models and LGBT+ Allies. It was inspiring to read the level of activity going on around the University initiated by our LGBT+ Role Models and LGBT+ Allies. I have collected a few examples of good practice below.



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STONEWALL STAFF FEEDBACK

QUESTIONNAIRE

- PLEASE TAKE PART

You can continue to contribute to this process by completing the staff feedback questionnaire, which is open to all staff (LGBT+ & non-LGBT+ Staff). The purpose is to assess the impact of organisational practice on LGBT+ inclusion at Oxford. All responses to the questionnaire are anonymous, Stonewall will not ask your name. Please be assured they will not share any free text comments with the University, but may share general themes and trends where appropriate.

Visit: www.stonewall.org.uk/index-survey-2020

Using the four digit code **1695**

Questionnaire closes on **1 November 2018**

A **big thank you** in advance for completing the questionnaire, we really appreciate your help.



EXAMPLES OF GOOD PRACTICE

LGBT+ Role Models and LGBT+ Allies have been busy taking forward initiatives to increase awareness of LGBT+ issues and help create a positive culture at Oxford.

Being visible:

- LGBT+ Role Model and Ally logos and preferred pronouns on email signatures, and on departmental website contact page
- Displaying rainbow flags or postcards on office doors, noticeboards
- Wearing rainbow lanyards
- Profiles on edu.web.ox.ac.uk/lgbt-role-models & edu.web.ox.ac.uk/lgbt-allies

- Reviewed existing training to be LGBT+ inclusive e.g Equality & Diversity is more than gender, race and disability (REF 2020 EDI Training)
- Coached colleagues on language and to avoid assuming a person's pronoun or relationship status.
- Engaged the department to make 50% of toilets in dept. gender neutral.
- Invited members of the LGBT+ Advisory Group & LGBT+ Role Models to talk in meetings and events.
- Briefed departmental committees and teams on the LGBT+ equality issues
- Made LGBT+ a strategic focus for their departments EDI committee
- Made recruiting senior LGBT+ Allies an objective in Divisional E&D strategy
- Organised Trans awareness training
- Helped to build a toolkit for researchers on LGBT+ issues in the research workplace
- Helped organise 'Mathematrix" a lunch-time discussion group that cover topics related to life in academia and issues faced by minority groups, including LGBTIQ+ in academia.
- Contributed to and organised the [Diversity and Awareness in STEM week](#)
- Co-organised an international interdisciplinary conference on queer identities in twentieth-century culture. [Queer Modernism\(s\) III: Queer Networks](#)
- Integral to bringing the British Museum touring exhibition '[Desire, love, identity exploring LGBTQ histories](#)' to the Ashmolean!

CONTINUED....

Encouraged departments / faculties / colleges to mark significant LGBT+ calendar dates e.g LGBT History Month, Oxford Pride, Trans Awareness day, Bi Visibility Day edu.web.ox.ac.uk/equality-dates.

- Flying a physical rainbow flag, or on dept. website or reception display screens.
- LGBT+ related news items and events on website, newsletters, notice boards.
- Helped their Head of Department to send out a communications on LGBT+ equality to all staff.

Discussed with colleagues the benefits of using pronouns in email signatures:

- Helps to minimise mis-gendering
- Normalises the practice
- Signals that you will respect others pronoun
- Avoids confusion with unfamiliar names

LGBT+ ALLIES UPDATE

Last term Hannah Ravenswood (*née* Boschen) trained 40 more LGBT+ Allies. You will find new Allies on our revamped website: edu.web.ox.ac.uk/lgbt-allies

We will be holding another Allies Workshop in Hilary 2020, if your colleagues would like to go on the waiting list please email: equality@admin.ox.ac.uk

PRONOUN BADGES

I was able to secure funding for pronoun badges for trained LGBT+ Role Models and Allies. If you would like a badge please email me your pronoun and I will post it out to you. Please also remind me whether you are an Ally or a Role Model - thank you!



TRANS AWARENESS: THE BASICS (90 MINUTE TRAINING SESSION)

This staff training session delivered by Gendered Intelligence explores what 'trans' means and the diversity of those who might use the term, introducing key concepts crucial to understanding trans people and promoting trans inclusion in your workplace. It will give an overview of the main legislation relating to trans identities and outline ways an organisation can work towards being trans-inclusive. It includes Q&A time which offers an opportunity to explore questions around trans inclusion in more depth.

Code of Conduct:

This is a staff training session aimed at improving understanding and confidence among professionals who are working alongside trans people as colleagues and students. We ask that all attendees engage with the trainer and the session respectfully, both during the event and afterwards. We aim to create a positive learning atmosphere where people feel able to ask questions. We also ask that all attendees:

- Are respectful of all gender identities
- Avoid deliberately misgendering the trainer or other attendees (although it's okay to make a mistake, apologise and move on)
- Refrain from using language or putting forward views intended to undermine the validity of trans and gender diverse identities

Date: Thursday 10 October 2019

Time: 12.30-14.00

Venue: Medical Sciences Teaching Centre, South Parks Road, Oxford OX1 3PL

The session is generously sponsored by the Sir William Dunn School of Pathology . Open to University of Oxford staff only. Registration is not required.



LGBT+ ROLE MODEL WORKSHOP



This is a workshop for LGBT+ Staff in the University, colleges and Oxford University Press.

The aims of the workshop include:

- To understand what it means to be an LGBT+ role model
- Explore the potential barriers to being a role model and identify ways to overcome them
- Leave with your own personal action plan
- Have an opportunity to meet other role models in a supportive and safe space.

There will be an opportunity to meet existing role models over lunch at the end of the workshop.

Wednesday, 30 October 2019

Time: 9:30am - 1:30pm

Venue: City Centre

To book: bookwhen.com/oxequality

Booking password: RMMT19