

## New Head of Equality and Diversity

Adrienne Hopkins was appointed as Head of Equality and Diversity at the beginning of the year, after heading the Equality & Diversity Unit on an interim basis since May 2018. Adrienne has worked in the EDU since October 2012, where the focus of her previous role as Senior Equality Advisor was on taking forward projects to address gender equality issues, co-ordinating the institutional Athena SWAN application and working with divisional colleagues to support department-level Athena SWAN applications.

Prior to joining the University, Adrienne worked at Oxfam GB for 12 years where she supported teams around the world to design, implement, monitor and evaluate programmes on gender equality and governance.

'I'm delighted to be appointed to the Head of E&D role and, after nearly six years of focusing on gender equality, I'm enjoying working across a broader range of equality issues.'

Since I started working at the University, we've made a lot of progress on equality and diversity. Of course, there's still a long way to go – institutional change is never a quick process – but I'm pleased to be taking on leadership of the team at a time of strong momentum and genuine will to change, at all levels of the institution.

On a more personal note, as someone who lives with an inherited heart disease (ARVC), I hope that I can use my position to speak openly about my experience and raise awareness of hidden disabilities.'



## Annual Equality Report, 2017/18

The University made significant progress towards its equality objectives in 2017/18, including:

- Achieving a Race Equality Charter award at bronze;
- Joining the Stonewall Top 100 Employers Index;
- Meeting most of our female leadership targets; and
- Exceeding our access targets for UK undergraduates.

We are on track to meet our target of 20% women statutory professors although we are making slower progress on the overall representation of women among academic staff.

Other key achievements across the university include:

- Ambitious commitments on E&D in the new Strategic Plan;
- Biennial Vice-Chancellor's Diversity Awards launched;
- Annual £240,000 Returning Carers' Fund;
- Annual £70,000 Oxford Diversity Fund;
- Joining the Mindful Employer network;

- New student Sexual Harassment and Violence Support Service;
- New flexible working options for staff with caring responsibilities;
- Expanding the UNIQ and Target Oxbridge undergraduate access programmes;
- Signing the Stand Alone Pledge to support estranged undergraduates;
- Distributing 4,500 Oxford-branded rainbow lanyards across the University;
- Commemorating the centenary of women's suffrage; and
- Providing forced migrants with volunteer opportunities at University museums.

Download the report: [www.admin.ox.ac.uk/eop/policy/data/report](http://www.admin.ox.ac.uk/eop/policy/data/report)



## Disability Lecture 4 June – *The Triple Cripples*

This year's annual Disability Lecturers are Jay Abdullahi and Kym Oliver, a team of two black disabled women determined to reclaim the word 'cripple' in their fight against three layers of discrimination. Jay is a 29 year old Nigerian Londoner with polio and scoliosis, and Kym is a 32 year old African and Caribbean Black woman who lives in London and has multiple sclerosis. Jay and Kym, *The Triple Cripples*, aim to increase the visibility and highlight the narratives of women, femmes and non-binary people of colour living with disabilities. Expect hard truths and lots of laughter in a wide-ranging discussion of unconscious bias, racism, and the lived experience of physical disabilities.

Mark your diaries for an evening with *The Triple Cripples* – creators, educators, rule breakers, and the personification of empowerment.



**Date:** 4 June 2019

**Time:** 6pm to 8pm

**Venue:** Magdalen College Auditorium (Longwall Street entrance)

**Booking recommended:** [oxunidisability2019.eventbrite.co.uk](https://oxunidisability2019.eventbrite.co.uk)

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## 5 top tips for working with a blind/visually impaired person

- DO identify yourself when initiating a conversation. You shouldn't assume the person will recognize your voice. Just as you identify yourself when conducting a phone conversation, it's helpful to quickly identify yourself when speaking to someone who is visually impaired. You don't need to formally introduce yourself each time. A quick, "Hi there, it's Mary" is fine. Similarly, when working with a group, it's often helpful to go around the room and have everyone state their names so the individual who is blind knows who's attending the meeting.
- DON'T censor your language. It is perfectly okay to use words like watch, look and see when talking to someone who is blind. For example, asking, "Did you see that show last night?" won't offend most individuals who are blind.
- DO describe the layout of large rooms. When entering a meeting or conference room with someone who is blind or visually impaired, a brief description of how the furniture is arranged can make it easier for that person to navigate his or her surroundings. Generally, an extended description is not needed. A description such as "The table is U-shaped and we're at the open end" or "The room is set up classroom style" works well.
- DON'T be afraid to ask questions. If you're curious about the technology a person is using or if you want to know what they can or can't see, don't be afraid to ask. Most people with a disability would rather have you ask questions than just make assumptions.
- DO give a verbal indication when you walk away from a conversation or leave the room. If the individual to whom you're speaking can't see you, they may not know you walked away. A quick word that you need to leave will eliminate any awkward moments.

You can find out more detail on best practice for working inclusively with a visually impaired person at <https://bit.ly/2D7XP7O>

## Meet the new Staff Disability Advisor



Sarah Stephenson-Hunter joined the EDU in March as our new Staff Disability Adviser. Sarah comes to the role having spent the past 17 years within the field of support for disabled students across three Higher Education Institutions, the most recent of which being the University of Nottingham where she has been Disability Advisor since 2009.

“I’ve found working with disabled students incredibly rewarding however it has become clear to me over the past few years that whilst support for disabled students is excellent across

the sector the same can’t always be said for staff with disabilities and/or long-term health conditions.”

“I’ve lived with a range of obvious and hidden disabilities all my life and am committed to enabling disabled people to have equality of access and opportunity in every aspect of life. To this end I have been an active member of Disabled Staff Networks at each University I’ve worked at and whilst at Nottingham I was Deputy Chair and then Chair. As someone who is part of the LGBT+ community I have also been deeply involved in this area within

Nottingham and beyond and see my intersectional identity as something that gives me a good insight into the issues faced by people with more than one protected characteristic.”

“I’m truly excited to have joined the Equality and Diversity Unit and look forward to playing my part in increasing awareness of the issues faced by disabled staff across the University and enabling current and new disabled staff to be able to flourish in their work and careers at Oxford.”



# Oxford Pride Parade and Festival

Saturday 1 June 2019

Every year the Oxford University LGBT+ Staff Network take part in the Oxford Pride Parade and event afterwards. This is always a fun day out with music, entertainment, stalls and food. If you are LGBT+ and would like to join the network in the parade behind their banner please email [equality@admin.ox.ac.uk](mailto:equality@admin.ox.ac.uk). If you would like to cheer the parade on along its route it will start at midday from Radcliffe Square OX1 4AJ and travel through the city to the event at Oxford Castle Quarter OX1 1AY.



OXFORD PRIDE

## Pride Micro Talks: small victories, big changes

The LGBT+ Staff Network will be hosting an evening of Micro Talks in celebration of Oxford Pride. The umbrella title for the talks is 'small victories, big changes', but each speaker will interpret this in a variety of ways, which always makes this yearly event exciting and thought provoking. The Eventbrite page will be updated with the speakers and the titles of their talks as they are released, but make sure you book a place soon to avoid disappointment.

We are very grateful to Beyond the Binary for providing the venue for the event. Beyond the Binary is a Pitt Rivers project that works with local, national and international partners to explore the global diversity of sexual and gender identities.

[www.prm.ox.ac.uk/beyond-the-binary](http://www.prm.ox.ac.uk/beyond-the-binary)

### Small victories, big changes

**Date:** 29 May 2019

**Time:** 6pm

**Venue:** Pitt Rivers Museum

**To book:** [2019microtalks.eventbrite.co.uk](http://2019microtalks.eventbrite.co.uk)



## Diversity Fund 2019-20

Applications to the 2019-20 round of the University's Diversity Fund are now open.

The Diversity Fund provides small grants to initiatives aimed at furthering the University's commitment to equality and diversity, with the aim of delivering a lasting change in culture across the collegiate University.

Total funding of £70,000 is available for the academic year 2019-20 and it is anticipated that around six projects will receive funding. Bids are welcome in respect of any area of equality and diversity, but priority will be given to those that:

- Contribute to the University's equality and diversity priorities outlined in the Strategic Plan.
- Demonstrate breadth of impact and/or the scope for good practice to be applied more widely.
- Address challenges in new ways.
- Demonstrate how the impact of the project will be sustained beyond the initial funding period.

The Diversity Fund is open to all staff at the University, and the application process is simple. Students are also welcome to apply but must have the support of an academic sponsor.

Find out more about the Fund's criteria, see which projects have previously been funded and download an application form on the Diversity Fund webpage: [www.admin.ox.ac.uk/eop/inpractice/df](http://www.admin.ox.ac.uk/eop/inpractice/df)

The closing date for applications is **Friday 28 June**.

## New Equality and Diversity Unit website

We are currently revamping our website and migrating it to a new platform. We will be launching the new-look website over the summer. Over the past few months we have been evaluating how visitors use the website and as a result the way information is organised might look very different – but we hope it will be more user-friendly. You might also need to update any bookmarks you have set up to our webpages.



[www.admin.ox.ac.uk/eop](http://www.admin.ox.ac.uk/eop)

Design by the University of Oxford Design Studio.