

Vice-Chancellor's Diversity Awards 2020

Nominations are open for the 2020 Vice-Chancellor's Diversity Awards, which will be presented at a ceremony at Keble College on Wednesday 13 May.

The awards are an occasion to celebrate the breadth of initiatives and extraordinary individual commitment to equality and diversity across the University, so please do consider submitting a nomination, and encourage others to do so. The Vice-Chancellor will award trophies in five categories, to both individuals and teams.

Any member of the University can nominate another student or staff member in the two 'Champion or Role Model' categories. This is your opportunity to let us know about those individuals who have inspired you, demonstrated exceptional leadership or made a real difference to equality and diversity in your department, college or the wider University.

Nominations in the three 'project' categories can be submitted by individuals or groups with direct involvement in initiatives to promote greater equality and diversity in any area of the University's working, research, learning or

social environment. The categories are deliberately broad and we hope to hear about as many initiatives as possible – to be able to acknowledge the work that you're doing, share examples of good practice and inspire others to take action.

All short-listed nominees will be invited to attend the awards ceremony, where overall winners in each category will be announced, and case studies about their work will be published in an awards booklet.

Nominations close on **Friday 28 February**.

You can find further information and nominations forms on our website: edu.admin.ox.ac.uk/vice-chancellors-diversity-awards

You can read about the 2018 Vice-Chancellor's Diversity Awards winners at: www.ox.ac.uk/about/oxford-people/vice-chancellors-diversity-awards



LGBT History Month Lecture with Louise Wallwein MBE

Join us for the 2020 LGBT History Month Lecture with the renowned and award-winning poet, playwright and performer, Louise Wallwein MBE.

Louise was brought up in 13 different children's homes and wrote her first play at the age of 17. Her career took off in 1998 when she performed an award-winning one-woman show on the wing of a World War 2 Shackleton reconnaissance aircraft and her various experiences as a cleaner, club promoter and dancer at the Hacienda and activist for organisations such as anti-clause 28 and Viraj Mendis defence campaign have undoubtedly shaped her.

Among many writing residencies, Louise was the 2006 Poet in Residence in Queensland and Writer in Residence at the University of Manitoba, Winnipeg, Canada. Her plays have been broadcast by the BBC, and have graced the stage of Sydney Opera House, Royal Exchange and Contact Manchester. In 2019 Louise also won the Manchester Culture Award for Best Performance for her play Hidden.

The lecture will be held in the Sheldonian Theatre at the

invitation of the Curators. To celebrate LGBT History Month, panes of glass in this historic Oxford building will have rainbow see-through screens lit up at night to brighten up the Broad Street sky. Don't forget to look up in February! For more details, visit their website:

www.sheldonian.ox.ac.uk

Date: 12 February 2020

Time: 6pm

Venue: Sheldonian Theatre

This is a free event, all welcome.

To book: lgbthm2020oxuni.eventbrite.co.uk



Athena SWAN update

Athena SWAN (AS) is the national framework for promoting gender equality in higher education, managed by Advance HE, alongside the Race Equality Charter. Institutions and departments can apply for awards at either Bronze, Silver or Gold levels and must renew their award every four years. Oxford currently holds a Bronze award institutionally and will submit an application for an AS Institutional Silver award in April 2021.

As at January 2020, three quarters of eligible Oxford departments have submitted AS applications and 33 – about two thirds – hold awards, of which 15 are Bronze and 18 are Silver. Oxford's success rate is relatively high with 68% of applications being awarded at the level for which they applied. Thirteen departments which have not yet applied plan to do so over the next year or so, to enable the University to meet its objective of all departments having an AS award.

A total of seven departmental applications were made in 2019, with three successful awards from applications in the April 2019 round being announced in October: Bronzes for History and the Blavatnik School of Government; and a Silver renewal for the Radcliffe Department of Medicine. In November, three first-time Bronze applications were submitted by Music, English and Education; as well as an application for a Silver renewal by

the Nuffield Department of Clinical Neurosciences. Decisions on these applications are expected in May 2020.

In 2020, we expect up to 20 departments to make AS applications. Divisional Equality and Diversity coordinators and EDU staff accompany these applications in a variety of ways, including through direct advice and help with data sourcing. This year we also plan to offer departments an opportunity to have draft applications reviewed by a mock panel as well as workshops with a particular focus on action planning.

In December 2019, Advance HE published an updated process for AS renewals, to be introduced from November 2020, intended to ease and streamline the way award holders apply for renewal of an existing award. The updated process is only relevant

to renewals at the same level – new applications or applications for a higher level award use the same format as before. Full details are now available on the Advance HE website:

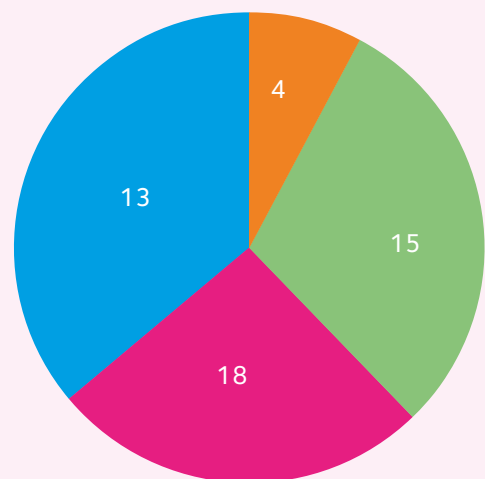
www.advance-he.ac.uk/knowledge-hub/athena-swan-renewal-process-documents

Since October 2018, Athena SWAN has been undergoing an external review. We understand from Advance HE that review findings and recommendations are under discussion and expect further news around March 2020. We will share any news about the outcomes of the review as soon as this is available.

For more information about Athena SWAN support to your department, please contact your Departmental or Divisional E&D coordinator, or Sally Baden (sally.baden@admin.ox.ac.uk).

AS status of Oxford Departments

- Bronze
- Silver
- No application
- Pending



Update your diversity data

The University collects a wide range of personal data from current and prospective staff and students, including diversity data – age, disability, ethnicity, gender identity, nationality, religion or belief, sex, sexual orientation and transgender status. We have a statutory duty to collect this data and report it to the Higher Education Statistics Agency (HESA), but we also use it to monitor diversity at all levels of the institution, identify targets and actions to increase the participation of underrepresented groups, and monitor our progress towards the equality-related objectives set out in our Strategic Plan, Athena SWAN, Race Equality Charter and Stonewall action plans.

The EDU is currently analysing the most recent staffing figures but unfortunately there are still many gaps in the record. Incomplete data makes it impossible to assess the impact of our policies and practices on people in different groups, or to identify just what we need to do to further improve the University's diversity.

It only takes a few minutes to update your own staff record, in confidence, in HR Self-Service. You will need to log in with your Single Sign-On from a University

computer or via the VPN. Click on 'My profile' in the top right hand corner to update your personal details and diversity data.



Access HR Self-Service at: staff.admin.ox.ac.uk/working-at-oxford/you-and-work/hr-self-service

All staff personal data is handled in accordance with UK data protection law and only a small number of staff – e.g. in the EDU and the central HR Analytics and HRIS teams – can access sensitive diversity data. These items cannot be seen by anyone in your department, including your manager and local HR staff. Your diversity data will only be reported in an anonymised format which does not identify individuals.

For more information, see:

Equality Objectives: edu.admin.ox.ac.uk/equality-objectives

Equality Charters: edu.admin.ox.ac.uk/equality-charters

Equality Report: edu.admin.ox.ac.uk/equality-report

Data Protection: compliance.admin.ox.ac.uk

Survey Experience Survey 2020

The Equality and Diversity Unit is preparing the next University-wide Staff Experience Survey for early in Trinity term. The survey is an important tool to allow us to better understand the views and experiences of our staff, as well as being vital for identifying institutional priorities and measuring progress on our key objectives. Departments applying for Athena SWAN draw on the feedback their staff provide to demonstrate their progress towards greater gender equality and identify future actions.

Our priorities are to ensure a professionally-run survey where all staff have an opportunity to provide feedback in complete confidence, and the results can quickly be made available to managers and staff alike. To help us achieve these aims, we are putting the survey out to tender so that we can take advantage of an experienced survey company's professional expertise.

A detailed report on the results of the 2018 Survey was published last term. You can read the summary and download the report from: edu.admin.ox.ac.uk/staff-experience-survey



EDU gains funding for two new projects

In December 2019, the EDU, working closely with divisional E&D staff, was successful in securing funds from the Wellcome Institutional Strategic Support Fund (ISSF) housed in MSD, to support two new and related initiatives on equality and diversity. These projects will complement an existing research initiative led by the Saïd Business School and also funded through the ISSF Diversity Stream.

The first of these projects is the Equality, Diversity and Inclusion (EDI) Knowledge Hub which will support E&D professionals, leaders and champions to:

- Identify, collate and synthesize existing tools and guidance on best practice;
- Promote uptake of these resources among both E&D practitioners and wider staff;
- Promote ongoing communities of practice and peer learning on emerging E&D themes.

Although various channels for information sharing on E&D exist within the University, there is currently no structured repository of resources or defined process for peer learning

or support. The EDI Knowledge Hub project will build on tools and learning from many years' of work across departments and divisions as well as wider best practice. The aim is to build organisational resilience and capacity by making resources and knowledge available in a visible and systematised way to support our institutional commitments on E&D.

The second project, entitled 'What Works to Support E&D in Research Careers', will use the ISSF support to hire a monitoring and evaluation (M&E) specialist, who will build the evidence base on the effectiveness of Athena SWAN and wider University diversity initiatives, particularly those aimed at supporting female and BME researchers, such as mentoring, or innovations in recruitment practices. The project will also co-design a small number of innovative pilots in collaboration with departments and provide support, including training on M&E of E&D action plans.

Both projects will be implemented from early 2020 and are due to be completed by September 2022. For further information please contact Sally Baden (sally.baden@admin.ox.ac.uk).

Diversity Fund 2019–20

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.

The call for applications to the 2019–20 round of the Diversity Fund attracted 20 varied bids from across the University, at a requested value of almost £220,000.

Applications were assessed on the extent to which they contributed to the University's core equality and diversity commitments, demonstrated breadth of impact and/or the scope for good practice to be applied more widely and the likelihood of them having a sustainable impact.

Four projects were funded in this round: a programme to train a cohort of Community Ambassadors and build more inclusive ways of collaborative working between the University's museums and the local community; a project to develop an online repository of materials to support curriculum diversity in the mathematical and physical sciences; a pilot sponsorship programme for female academics in the Nuffield Department of Clinical Neurosciences; and a project to identify and address the barriers faced by under-represented groups in applying for research grants.

Applications for the 2020–21 round of the Diversity Fund will open in Trinity Term.

edu.admin.ox.ac.uk/the-diversity-fund

New online training resource: Tackling race bias at work

There is considerable evidence that racial bias and discrimination continue to impact negatively on the working lives of people from a Black and Minority Ethnic (BME) background across the UK. Developed in partnership with Professor Binna Kandola, Senior Partner and co-founder of leading business psychology consultancy Pearn Kandola, this course takes a bold look at the nature of 'modern racism' and its influence in the workplace. It will offer staff the opportunity to better understand racism in the workplace and make key changes to tackle racism and race bias. Access the course at: edu.admin.ox.ac.uk/training

