

# Social Sciences Division Diversity Network News – June 2019

Dear colleagues,

Please find below the latest news from the **University of Oxford Social Sciences Division Diversity Network**. This network is for all staff with an interest in, or formal responsibility for, matters of Equality and Diversity.

**Please note: newsletters since April 2019 can now be found on the Social Sciences Division intranet at <https://socsci.web.ox.ac.uk/intranet#collapse873256>**

**All staff are welcome to subscribe**, by contacting the divisional office directly ([diversity@socsci.ox.ac.uk](mailto:diversity@socsci.ox.ac.uk)). Please forward on this message to anyone whom you think might be interested. Note that the list of members is not published. You may unsubscribe at any time via the same email address.

Please send any requests to circulate items to [diversity@socsci.ox.ac.uk](mailto:diversity@socsci.ox.ac.uk), with a clear indication of any timeframe that might apply to the item in question. Feedback on Network messages is also welcome at any time.

## Opportunities and Resources

### **Developing inclusive conferences: best practice guide – created by the School of Geography and the Environment**

The School of Geography and the Environment has produced a guide to making conferences and events more inclusive. It draws on examples of best practice from conferences around the world, and was informed by the findings of an online survey of more than 230 people. The guide includes sections on pre-event logistics; programme development and speaker selection; encouraging inclusive participation in Q&A sessions and networking events; representing diversity in conference communications; as well as how to prevent and deal with harassment and discrimination during the event and to support the needs of those with caring responsibilities. Whilst the primary focus is on gender, the guide also includes recommendations that relate to other aspects of inclusivity and diversity, such as ethnicity, religion and disability. Please do pass this on to colleagues involved in conference and event organisation.

Best-practice guide: [Access here](#)

Blog - 10 'take-aways' for developing an inclusive conference: [Access here](#)

### **Academic Leadership Development Programme – taster sessions on 10th and 20th June, and applications sought by Friday 28th June**

The University's *Academic Leadership Development Programme*, due to start this September, is organised by the Oxford Learning Institute with support from senior colleagues. It offers staff an insight into academic leadership and the possible development of their careers, and seeks to support succession planning in departments, faculties and Divisions. Participants should be academics, or senior research leaders, who have successfully completed their probationary period and whose research is well established so that they have the capacity to broaden the role that they play. Although all eligible staff are welcome to apply, the University is keen to encourage applications to the programme from women and BME staff and from members of other groups that are currently under-represented in leadership roles within the University. More information about

the course, and details for booking, can be found on the [course webpage](#) and queries may be directed to the Course Director, Clare Wakeham, at [clare.wakeham@learning.ox.ac.uk](mailto:clare.wakeham@learning.ox.ac.uk).

### **Career Crafting among Under-represented Academics at the University of Oxford - call for participation in research project**

A team based at the Saïd Business School and Nuffield Department of Medicine, are conducting a research study funded by the Oxford-Wellcome Institutional Strategic Support Fund that hopes to learn from individual academic experiences about the mechanisms that can foster and promote a diverse academic community at Oxford. They are keen on hearing the career narratives of academics at transition points in their careers and comparing the experiences of under-represented groups with those of the majority population. They are seeking academic and research staff to participate. This will entail completing a demographic questionnaire, sending a CV, and undertaking a 1.5-hour interview in person or via Skype at a date and time to suit you. The interview will discuss the expectations you have from your career, and how your individual circumstances and work environments have affected your academic career progression at the University.

For further information on the research, please read the [Study Information Sheet](#). If you would like to ask questions before deciding to take part, please contact Dr Mahima Mitra at [Mahima.Mitra@sbs.ox.ac.uk](mailto:Mahima.Mitra@sbs.ox.ac.uk). To book an interview, please visit <https://OxfordDiversityResearchStudy.as.me/>. If the provided times do not suit, please email [Mahima.Mitra@sbs.ox.ac.uk](mailto:Mahima.Mitra@sbs.ox.ac.uk).

### **Revision and examinations – support webpage for students**

The University has a 'Stress less' exam support webpage, with a range of advice and resources available to students: <https://www.ox.ac.uk/students/academic/guidance/skills/revision?wssl=1>

### **Reminder: University Diversity Fund 2019-10 – closing date Friday 28 June**

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. For further details, including information on projects which have previously been funded, and an application form, see <http://www.admin.ox.ac.uk/eop/inpractice/df/>. If you would welcome an initial discussion regarding a potential application, and possibly to connect with other departments/divisions who may be applying, please contact me on [Catherine.goodwin@socsci.ox.ac.uk](mailto:Catherine.goodwin@socsci.ox.ac.uk) (6)14874.

### **Reminder: Oxford Foundry L.E.V8 Women pre-accelerator – closing date Sunday 9 June**

The L.E.V8 Women pre-accelerator is open to early-stage female led start-up teams that include at least one Oxford University student or alumna as a founding member. The programme will take you through a combination of intensive, immersive learning workshops and 1:1 mentoring from L.E.V8 Women Ambassadors. For further details see <https://www.oxfordfoundry.ox.ac.uk/about-lev8-women-pre-accelerator>

## News

### **Office for Students – Equality and diversity statistics**

The Office for Students has published the latest equality and diversity statistics for students in higher education in England. These include student numbers and proportions for various levels of undergraduate and postgraduate study by several student characteristics including age, disability, ethnicity, gender identity, parental education, POLAR4, religion or belief, sex and sexual orientation.

<https://www.officeforstudents.org.uk/data-and-analysis/equality-and-diversity/>

## Events

### **My Family Care Webinar: Prepare to Care: Navigating the Care Maze: A guide to understanding eldercare choices – Thursday 13 June, 12:30 – 13:15**

10-16 June is [National Carers' Week](#). My Family Care is running a webinar for staff about eldercare choices to mark the event. Relevant if you have parents or relatives who are becoming more dependant, if you are supporting someone who is not ready for residential care yet needs more support in their own home, or if you are already navigating the care maze. This session is designed to help you become better informed, acknowledged and equipped for the way forward. Register via your [My Family Care account](#), or, if you're new to the service, by [signing up](#).

### **Making History: Christian Cole, Alain Locke and Oscar Wilde at Oxford – 9 May-21 October, Longwall Library, Magdalen College**

This exhibition and event series celebrates Oxford University's first Black African undergraduate, Christian Cole; the first African-American Rhodes scholar, and midwife to the Harlem Renaissance, Alain Locke; and the great Irish wit, Oscar Wilde. Access for non-Magdalen visitors is by appointment during office hours (Monday-Friday, 9am-5pm). Please email [library.desk@magd.ox.ac.uk](mailto:library.desk@magd.ox.ac.uk) to schedule your visit. Further details at <http://www.magd.ox.ac.uk/libraries-and-archives/news/making-history/>

Events include:

*Making History: Christian Cole Lecture with Pamela Roberts, FRSA* 12 June, 6pm-1pm, University College

To register: <http://tinyurl.com/makinghistory12June>

## Upcoming dates

**Carers' Week:** 10-16 June - <https://www.carersweek.org/>

**World Refugee Day:** 20 June - <https://www.un.org/en/events/refugeeday/>

**Bi Visibility Day:** 23 September - <http://www.bivisibilityday.com/year2019/>

**Black History Month:** October - <https://www.blackhistorymonth.org.uk/>

**World Mental Health Awareness Day:** 10 October - [https://www.who.int/mental\\_health/world-mental-health-day/en/](https://www.who.int/mental_health/world-mental-health-day/en/)

**Anti-Bullying week:** 11-15 November - <https://www.anti-bullyingalliance.org.uk/anti-bullying-week>

**Trans Awareness week:** 12-19 November - <https://www.glaad.org/transweek>

With all best wishes,  
Catherine

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Planning and Equality Manager

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*Please note I finish at 2pm on Friday.*