

Social Sciences Division Diversity Network News – August 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: these newsletters can also 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). 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. Feedback on Network messages is also welcome at any time.

Opportunities

Returning Carers' Fund – deadline Friday 15th November (5th week)

The University Returning Carers' Fund supports staff who have taken a break due to caring responsibilities to re-establish their academic careers. The fund is deliberately designed to be flexible. Applicants can apply for grants of normally up to £5k, which can be used in whatever way they feel will best support them to return to research and develop their career. Previous applicants have used their grants for a variety of activities, including attending conferences and training sessions, funding research collaborators to travel to Oxford, employing short-term research or administrative assistance, and funding teaching buy-outs.

Please do draw this to the attention of any colleagues who might benefit. Note that there is one application round each term for this scheme, with an application deadline of Friday 5th week.

Applications will need the support of the applicant's Head of Research Group/Head of Department and departmental Head of Administration. Application forms should be sent to diversity@socsci.ox.ac.uk by the deadline. (Please also use this address for any queries.)

For full details, including eligibility, and an application form see <https://edu.admin.ox.ac.uk/returning-carers-fund>.

News and Resources

Formal Consultation Survey from the Independent Athena SWAN Review Steering Group – survey open until 12th September

Last year Advance HE commissioned a Steering Group to undertake an independent review of the Athena SWAN charter. The Steering Group was asked to examine the application and review

processes for awards and to make recommendations to ensure that the Charter is fit for purpose and continues to be regarded as a highly valued mark of gender equality.

The Steering Group has completed the first part of its review which involved information gathering through a 'soft consultation'. During this process views were sought from colleagues across the sector through face-to-face sessions with focus groups, webinars and an on-line survey. The information gathered from the many people who engaged with the soft consultation highlighted the high value with which the Charter is held but also identified a number of areas of concern.

The Steering Group is now seeking views from the sector on a number of solution-based concepts which are designed to address the key issues which have emerged. These are presented in the survey. The survey is confidential, no participant will be identified and raw data will only be shared with the Steering Group and its advisors. The findings will inform the Steering Group's recommendations and will be summarised in the final report.

Please go to <https://advance-he.onlinesurveys.ac.uk/asreview> to complete the survey.

Athena SWAN equality charter could cover ethnicity and disability – article in the Times Higher

An [article looking at consultation options in the above survey](#) appears in today's THE online. Some other recent articles which may be of interest: [Leadership intelligence: how can universities get more BME leaders?](#); [We must eliminate bias against researchers who stay put](#); [Achieving diversity in leadership must start with students](#).

If you do not have access to this you may be interested to know that an institutional subscription to the Times Higher is now available providing access to the THE online, THE app, weekly digital editions of THE magazine, subscriber-only Rankings insight and more. Readers should click on User Account @ <https://www.timeshighereducation.com/> and register with their .ox.ac.uk email. Digital editions are available under the Professional menu and the THE app can be downloaded from the relevant app store.

New Equality & Diversity Unit Website - <https://edu.web.ox.ac.uk/>

The Equality & Diversity Unit is delighted to announce the launch of their new website.

The design and layout is very different from the old website but in line with the changes that are being made across all the UAS websites in the coming months. Changes to the structure aim to highlight important information which was previously buried. If you have links to the site you are recommended to check for broken links and update bookmarks.

My Family Care - Workplace Burnout: Signs to Look out for & How to Overcome It

My Family Care this month hosts a variety of articles on taking stock and regaining strength for the rest of the year, including [Workplace Burnout: Signs to Look out for & How to Overcome It](#)

If you are not already registered for a 'My Family Care' account see <https://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/>

Events

BME Staff Network Lunch Time Talk: Affirmative Action v Positive Action – 1-2pm, 13 August 2019, Law Meeting Room, Law Faculty, St Cross Building

The Black and Minority Ethnic Staff Network with support of the Law Faculty, presents *Affirmative Action v. Positive Action: Past outcomes and future viability in acknowledged multi-racial societies*. Why not spend your lunch break at an interesting discussion about the future of positive action and affirmative action? Professor Kevin D Brown, Indiana University-Bloomington, USA would like to hear about experiences in multi-racial and culture Britain. No booking necessary.

Upcoming dates

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/

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>

Disability History Month: 22 November – 22 December - <https://ukdhm.org/>

With all best wishes,
Catherine

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Please note I finish at 2pm on Friday.