

# Social Sciences Division Diversity Network News – September 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](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). Feedback on Network messages is also welcome at any time.

## Opportunities

**Welcome Event for Research Staff – Tuesday 8 October, 9.30am-3.00pm, Medical Sciences Teaching Centre, South Parks Road** - *please feel free to publicise as widely as possible*

*This event is primarily aimed at new starters, but the organisers also encourage researchers to come along who have been here a while but who may not be aware of the support available across the University.* The event is an opportunity for researchers to find out about career and professional development opportunities, the services and support available at Oxford, and to meet other researchers over lunch. Registration is from 9.00am; the event starts at 9.30am and will be finished by 3.00pm, including a lunch and information fair at 12.45pm.

The day will comprise:

- Welcome and introduction
- Brief sessions on employment matters, library facilities, IT support, and personal and professional development
- Refreshment break
- Oxford Research Staff Society, research excellence and impact, developing your career
- Divisional Q & A Sessions
- Lunch and information fair
- So you want to be a PI session? (see below)

Advance booking is required; please [click here](#) to register by midday on **Tuesday 1 October**.

**So you want to be a PI? – Tuesday 8 October, 1:30pm-3pm, Medical Sciences Teaching Centre, South Parks Road** - *please feel free to publicise as widely as possible*

Are you considering becoming a PI? What does it mean to be a PI and what are the routes to becoming one? The session will explore the perspective of the funders and of departments. Both are critical in enabling the transition from postdoc to research independence. There is no single route to

becoming a PI at Oxford, so the session focuses on what you can do to increase your chances of making the most of any opportunity that arises and of what you might need to do to create such an opportunity. It also looks at what the life of a PI is like, drawing heavily on research that Oxford Learning Institute did in 2015 on the transition from DPhil to PI and using the words of those who have made that transition. There is no set of steps or rules that guarantee success, so the emphasis is on exploration and on learning from those who made the transition, and from each other. There is an element of 'Are you sure this is what you want?' as we look at the first year or so in the life of a PI and the challenges they face to keep going.

Please register to attend: [Anjali.shah@admin.ox.ac.uk](mailto:Anjali.shah@admin.ox.ac.uk).

### **Train to be a Workplace Coach – apply by 26 September**

This academic year, the Oxford Learning Institute is partnering with Oxford Brookes University to train a group of staff to become Workplace Coaches.

This programme will equip you with the skills, confidence and knowledge to provide 1:1 workplace coaching. Participants will also gain valuable skills to bring back to their area, and will join our coaching network as internal coaches, gaining further skills and supporting colleagues. Programme costs are being subsidised by the [People and Organisational Development](#) unit (formerly Oxford Learning Institute), however departments are asked to contribute £500 per participant. If you do not yet have confirmation that your costs will be met, you can apply now and indicate this on your application form.

For programme information and details on how to apply [click here](#).

Please contact [Anna Sanders](#), Organisational Development Consultant, if you have any queries or would like to discuss the programme.

### **Stonewall Staff Feedback Questionnaire – complete by 1 November**

You may be aware that the University last year joined the Stonewall top 100 Employers Index. Staff are now invited to complete a feedback questionnaire to continue to contribute to this work. The questionnaire 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 are anonymous. To take part:

Visit: [www.stonewall.org.uk/index-survey-2020](http://www.stonewall.org.uk/index-survey-2020)

Using the four digit code **1695**

### **LGBT+ Role Model Workshop – 30 October 2019, 9.30-1.30, city centre**

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

To book: [bookwhen.com/oxequality](http://bookwhen.com/oxequality)

Booking password: RMMT19

# News and Resources

## Athena SWAN Impact Report (UK)

The latest independent impact evaluation of the Athena SWAN Charter was published on 28 August. The evaluation highlighted the Charter's positive impact to date, and provides further evidence to inform the ongoing independent review and planned improvements.

Key positive findings include:

- strong evidence that the Charter has supported cultural and behavioural change not just around gender equality, but equality and diversity in all its forms;
- 93% of champions believe that the Charter has had a positive impact on gender issues in their university, department, or research institute;
- and a trend towards promotions to Senior Lecturer/Reader and Associate Professor becoming more gender-balanced. At departmental level, a trend towards an increase in the percentages of women shortlisted and appointed.

The report also highlighted key challenges, including:

- engagement challenges, including resource requirements and lack of leadership support;
- burden of work required for a compelling application, including problems faced in acquiring, analysing, and reflecting on required data;
- and the administrative burden of panels.

The challenges highlighted will be fed into the independent Athena SWAN review and support future changes to the Charter in the UK.

For more information, see the [press release](#) and the [full report](#).

## Research intelligence: women rewrite the publication 'rules'

[THE article](#) outlining an Oxford professor's response to male scholar's guide to publication which considers the gendered nature of research career advice.

## Gender Gaps in the Evaluation of Research: Evidence from Submissions to Economics Conferences

[THE article](#) on how male economists may be more likely to accept papers by other men – see also the underlying [research paper](#)

*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.

# Events

## Queering Spires Exhibition – Museum of Oxford, Oxford Town Hall, St Aldates, 13 Sept – 4 April

An exhibition celebrating the LGBTIQ+ spaces in Oxford: [further details](#).

# Upcoming dates

**Bi Visibility Day:** 23 September - <http://www.bivisibilityday.com/year2019/> - posters at <https://www.stonewall.org.uk/system/files/bvd-posters.pdf>

**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>

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

**LGBT+ History Month:** February - <https://lgbthistorymonth.org.uk/>

With all best wishes,  
Catherine

**Catherine Goodwin**  
**Planning and Equality Manager**

Social Sciences Division  
University of Oxford  
Hayes House, 75 George Street  
Oxford, OX1 2BQ  
[catherine.goodwin@socsci.ox.ac.uk](mailto:catherine.goodwin@socsci.ox.ac.uk)  
01865 (6)14874  
Pronouns: she/her



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