

# Social Sciences Division Diversity Network News

## April 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.

**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

### **Returning Carers' Fund – deadline Friday 31st May (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](mailto: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 <http://www.admin.ox.ac.uk/eop/gender/carers-fund/>.

### **Professional Development at the Oxford Learning Institute (OLI)**

The [Oxford Learning Institute](#) provides a suite of support for professional development across the University, summarised by the attached slide.

This can include meeting with those working in staff development in departments to support them in producing a departmental learning and development strategy. Please contact [Sharon Neal](#) or [Bill Dunn](#) for further information.

### **LGBT+ Allies workshop – 8 May, 9.30 – 1.30**

This workshop aims to give non-LGBT individuals the opportunity to explore what it means to be an ally, the space to ask questions and provide practical ways to be an ally.

Oxford Learning Institute. To book email: [equality@admin.ox.ac.uk](mailto:equality@admin.ox.ac.uk)

## **News**

### **University Equality Report 2017-18**

The University 2017-18 Equality Report is now available at [www.admin.ox.ac.uk/eop/policy/data/report](http://www.admin.ox.ac.uk/eop/policy/data/report). This annual report summarises the University's main equality-related activity during the preceding academic year, and contains a wealth of data on students and staff.

In 2017-18 the University made significant progress towards meeting its equality objectives for the period 2016 to 2020, including:

- Achieving a Race Equality Charter award at bronze;
- Joining the Stonewall Top 100 Employers Index;
- Meeting or exceeding most of its targets on women's representation in senior leadership;
- Exceeding each of its widening access targets on the admission of UK undergraduate students two years early.

The report outlines how the University is on track to meet the target of one-fifth female representation among statutory professors, though is making slower progress in relation to the overall representation of women among academic staff. It highlights other achievements such as establishing the annual £240,000 Returning Carers' Fund, securing £70,000 annual funding for the Oxford Diversity Fund, joining the Mindful Employer network, creating a new Sexual Harassment and Violence Support Service for students, equalising male and female success rates at both undergraduate and postgraduate admissions, increasing the proportion of UK BME undergraduates admitted to its highest ever level, and introducing a suite of flexible working options for staff with caring responsibilities.

### **Gender Pay Gap: the University's 2019 report**

The University recently published its second report on the average male and female earnings, together with details of the work under way to narrow the gap.

Key points from the 2019 report:

- The median gender pay gap remains at 13.7% – this is lower than the median pay gap for the whole economy as reported by the Office for National Statistics
- The mean gender pay gap has decreased from 24.5% to 22.6%. Whilst positive, this remains higher than the national average
- The mean bonus pay gap has reduced from 79% to 64.1% and the median bonus pay gap has gone from 48.7% to 6.7%
- A greater proportion of women are in receipt of bonus payments than men.

<http://www.ox.ac.uk/staff/news-listing/2019-03-29-gender-pay-gap-report-march-2019>

### **Oxford University Equality and Diversity Newsletter**

The University's Equality and Diversity Newsletter for Hilary term can be accessed at:

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

### Athena SWAN review

The timeline for the Advance HE review of Athena SWAN has shifted back a little. Consultation on final recommendations is now planned for July-October, with the Steering Group due to report its recommendations in November. The timeline for implementation of any recommendations will take account of the work currently underway by institutions and departments on Athena SWAN applications. For further information see <https://www.ecu.ac.uk/equality-charters/athena-swan/review-of-the-athena-swan-charter/>.

## Events

### Law Faculty: Diversifying the Curriculum Workshop – 16 May 2019

The Law Faculty is hosting a workshop on diversifying the curriculum. While the focus will be on the Law curriculum, some of the issues covered will have wider applicability. The two first panels, in particular, will be of general application, and colleagues from other departments are welcome to attend. To register to attend please contact Dr Sanja Bogojevic, Law Faculty Race Equality Coordinator, [sanja.bogojevic@lmh.ox.ac.uk](mailto:sanja.bogojevic@lmh.ox.ac.uk).

**Location:** The Cube (*Faculty of Law, University of Oxford, St Cross Building, St Cross Road, Oxford OX1 3UL*)

12.45    **Lunch served in the foyer**

1.20    **Introduction**

*Dr Sanja Bogojević (LMH)*

1.30    **Diversifying the Curriculum: Unpacked**

*Dr Antara Haldar (Peterhouse/University of Cambridge) and Dr Steven Vaughan (UCL)*

2.30    **Experiences Shared**

*Dr Manjeet Ramgotra (SOAS); Dr Prince Saprai (UCL) and Professor Helen Scott (LMH)*

3.30    **Possible Roads Ahead?**

*Professor Jonathan Herring (Exeter), Professor Mindy Chen-Wishart (Merton), Dr Liora Lazarus (St Anne's College) and Margaret Watson (Oxford Law Library)*

4.30-4.45    **Discussions and conclusion**

### Devaki Jain Lecture with Professor Eudine Barriteau: Coming into our own? Women and Power in the Caribbean

**Date:** 16 May, 5.30-7pm

**Venue:** Mary Ogilvie Lecture Theatre, St Anne's College, Oxford

Further information: [http://www.st-annes.ox.ac.uk/about/events/event/2019/05/16//tx\\_cal\\_phpicalendar/devaki-jain-lecture-with-professor-eudine-barriteau](http://www.st-annes.ox.ac.uk/about/events/event/2019/05/16//tx_cal_phpicalendar/devaki-jain-lecture-with-professor-eudine-barriteau)

Booking: <https://www.eventbrite.co.uk/e/devaki-jain-lecture-with-professor-eudine-barriteau-tickets-58662466015>

**Family Friendly event: Science Superstars**

**Date:** Monday 8 April, 1-4pm

**Venue:** Museum of Natural History, Oxford

Family friendly event: celebrate women scientists and find out what they discovered from fossils to comets. Meet author Julia Golding and listen to readings from her Curious Science Quest book series. Drop-in.

<https://www.oumnh.ox.ac.uk/event/science-superstars>

## Upcoming dates

**Mental Health Awareness Week:** 13-19 May -

<https://www.mentalhealth.org.uk/campaigns/mental-health-awareness-week>

**International Day against Homophobia, Transphobia and Biphobia:** 17 May

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

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

With all best wishes,  
Catherine

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[Find us on our interactive map](#)

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

# Professional Development at the OLI

*What we do:*

*We contribute to people development strategy across the University*

*for all staff*

## **Personal development**

- ◆ Online resources and tools for planning personal development
- ◆ Face to face and online personal development and personal effectiveness programmes
- ◆ Mentoring on job application and interview skills from a network of experienced recruiters in the University (professional services and support staff only)

## **Coaching and mentoring**

- ◆ One to one coaching from a network of volunteer coaches in the University
- ◆ Guidance on finding and working with a mentor

*for leaders and managers*

## **Leadership and management development**

- ◆ Face to face programmes on leadership and management
- ◆ E-learning and resources on leadership and management
- ◆ Local workshops and programmes on leadership and management

## **Supporting organisational change**

- ◆ A planning meeting to help you develop a strategic plan for learning and development
- ◆ Consultancy on your management challenges, e.g. team building, performance, communications
- ◆ Guidance and consultancy on tackling change at the group, team or departmental level
- ◆ Practical support, e.g. facilitation of team activities and workshops as part of strategic initiatives to achieve change
- ◆ Support for leaders and managers developing mentoring schemes