

# Social Sciences Division Diversity Network News – February 2020

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

### **Vice-Chancellor's Diversity Awards 2020 – nominations now open – close on 28 February**

Nominations for the 2020 Vice-Chancellor's Diversity Awards are open.

The awards are an occasion to celebrate the breadth of commitment to equality and diversity across the University. The Vice-Chancellor will award trophies to individuals and teams in five categories. Anyone can nominate another student or staff member in the two Champion or Role Model categories. The awards recognise individuals who have inspired others, demonstrated exceptional leadership or made a real difference to equality and diversity in your department 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 is being done, share examples of good practice and inspire others to take action.

All short-listed nominees will be invited to attend an awards ceremony at Keble College on Wednesday 13 May, where overall winners in each category will be announced, and case studies about their work will be published in an awards booklet.

You can find further information and nominations forms on the website: [edu.admin.ox.ac.uk/vice-chancellors-diversity-awards](https://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](https://www.ox.ac.uk/about/oxford-people/vice-chancellors-diversity-awards)

Colleagues in the Social Sciences Division are encouraged to consider individuals and initiatives for nomination.

### **Returning Carers' Fund – deadline Friday 21<sup>st</sup> February (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.

For full details, including eligibility, and an application form see

<https://edu.admin.ox.ac.uk/returning-carers-fund>. If you have questions or would like to discuss a potential application to the fund, please get in touch.

### **Beyond Boundaries 2020 – competition now open. Deadline: 13 March.**

This is a science inspired art competition which involves primary and secondary school pupils creating art based on profiles of Black, Asian, Minority Ethnic (BAME) researchers in MPLS Division who share their personal/career stories and their current research. The website is live and now accepting artwork entries from Oxfordshire state school pupils in Years 5, 6, 7 & 8. If you know any such pupils please encourage them to take part. Winners and runners up receive prize money and there is an awards ceremony and public exhibition in the Museum of Natural History in Oxford in May 2020. All artwork is also showcased online – you can view artwork from our 2018 competition online [here](#). Flyer is attached (with a teacher information sheet too).

## News

### **Oxford University ranked 76 in Stonewall's Top 100 Employers list**

The University has remained in Stonewall's Top 100 employers list, moving from rank 93 in 2019 to rank 76 this year. The Stonewall Top 100 Employers list is compiled from the Workplace Equality Index – the UK's leading benchmarking tool for LGBT inclusion in the workplace – the ranking is a reflection of the work going on in departments and faculties across the University. <https://www.stonewall.org.uk/our-work/campaigns/top-100-employers-2020>

### **Equality and Diversity Newsletter – Hilary Term 2020**

The Hilary Term Equality and Diversity newsletter is attached, and available on the website at [edu.web.ox.ac.uk/files/ht20ednewsletterwebpdf](http://edu.web.ox.ac.uk/files/ht20ednewsletterwebpdf)

## Resources

### **Tackling Race Bias at Work – online training now available**

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. You will need your single sign on credentials to access the training - [Tackling Race bias at work](#)

Please share information about this course widely within your departments. If after a group of staff have done the online training and they would like to follow it up with a two-hour face to face Race Awareness workshop, please let me know, as the EDU is able to arrange such sessions.

## Events

### **LGBT History Month Lecture with Louise Wallwein MBE – 12 February, 18.00, Sheldonian Theatre**

The 2020 LGBT History Month Lecture is being given by 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. For more

details: [www.sheldonian.ox.ac.uk](http://www.sheldonian.ox.ac.uk) To book: <https://www.eventbrite.co.uk/e/lgbt-history-month-lecture-with-louise-wallwein-mbe-tickets-86907800571>

### **Driving Diversity and Inclusion - Gender diversity: how far have we got? – Wednesday 12 February, 17.45, Said Business School, Park End Street, Oxford OX1 1HP**

At this second event in the seminar series Sir Martin Donnelly KBE, President Boeing Europe, and Managing Director Boeing UK & I, will review the theory and practice of genuine gender equality in the workforce, including personal experience of leadership challenges in implementing gender balance leadership. To register to attend: <https://www.eventbrite.com/e/driving-diversity-and-inclusion-seminar-series-sir-martin-donnelly-registration-86823578661?aff=Newsevents>

### **Winant Lecture in American Government. Race and the Problem of the Public in Post-war America with Margaret Weir (Brown University) – Tuesday 11 February, 17.00 – 18.30, Rothermere**

**American Institute, 1a South Parks Road, OX1 3UB**

This event is open to the public – for further information see <http://www.ox.ac.uk/event/race-and-problem-public-postwar-america>

### **Writing Queer Lives Colloquium – 11 February, 13.00 – 19.00, Leonard Wolfson Auditorium, Wolfson College**

In honour of LGBT History Month, OCLW will be hosting a colloquium highlighting work currently being done at Oxford to represent historical and contemporary members of the LGBTQ+ community. See <http://www.ox.ac.uk/event/writing-queer-lives> for further details, including booking.

## Upcoming dates

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

**International Women's day:** 8 March - <https://www.internationalwomensday.com/>

**International Day of the Elimination of Racial Discrimination:** 21 March - <https://www.un.org/en/events/racialdiscriminationday/>

**International Transgender Day of Visibility:** 31 March - <https://www.hrc.org/resources/international-transgender-day-of-visibility>

**Mental Health Awareness Week:** 18-24 May -

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

**International Day Against Homophobia, Transphobia and Biphobia:** 17 May - <https://may17.org/>

**Carers Week:** 8-14 June - <https://www.carersweek.org/>

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

With all best wishes,  
Catherine

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

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[www.socsci.ox.ac.uk](http://www.socsci.ox.ac.uk) | [@oxsocsci](https://twitter.com/oxsocsci)

[Find us on our interactive map](#)

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

## 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.

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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.

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You can read about the 2018 Vice-Chancellor's Diversity Awards winners at: [www.ox.ac.uk/about/oxford-people/vice-chancellors-diversity-awards](https://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](https://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](https://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 – both first time applications; 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

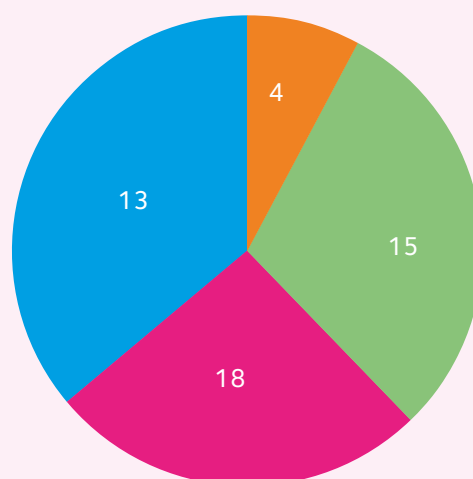
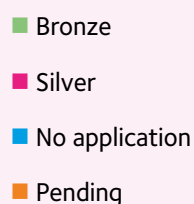
to renewals at the same level – new applications or applications for a higher level award use the same format as before. Full details are now available on the Advance HE website:

[www.advance-he.ac.uk/knowledge-hub/athena-swan-renewal-process-documents](http://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](mailto:sally.baden@admin.ox.ac.uk)).

## AS status of Oxford Departments





# 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](https://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](https://edu.admin.ox.ac.uk/equality-objectives)

Equality Charters: [edu.admin.ox.ac.uk/equality-charters](https://edu.admin.ox.ac.uk/equality-charters)

Equality Report: [edu.admin.ox.ac.uk/equality-report](https://edu.admin.ox.ac.uk/equality-report)

Data Protection: [compliance.admin.ox.ac.uk](https://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](https://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](mailto: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](https://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](https://edu.admin.ox.ac.uk/training)







**Submission  
deadline**  
**13 March  
2020**

**For Years  
5, 6, 7 & 8**

**Enter today**

For a chance to  
win £100 and see  
your art displayed in  
the Oxford University  
Museum of Natural  
History

## **BEYOND BOUNDARIES**

Take part in this exciting **ART  
COMPETITION**, breaking down  
boundaries between **art**, **science**  
and **people**. Get to know some  
amazing people doing science and  
get inspired for your own art creation!



For more details, please visit:  
**[www.oxfordsparks.ox.ac.uk/  
beyondboundaries](http://www.oxfordsparks.ox.ac.uk/beyondboundaries)**

# BEYOND BOUNDARIES

Submission  
deadline  
13 March  
2020

For Years  
5, 6, 7 & 8

## An exciting art competition inspired by science

Now accepting artwork entries!

The University of Oxford is inviting your school to participate in an art competition for Oxfordshire state school students to create art inspired by research from Black, Asian and Minority Ethnic scientists. Students are asked to choose one of six scientists to create an artistic response to their research (e.g. painting, drawing, sculpture, animation, other artistic media) along with a short statement explaining the artwork. Career profiles and research descriptions of the scientists are available online at [www.oxfordsparks.ox.ac.uk/beyondboundaries](http://www.oxfordsparks.ox.ac.uk/beyondboundaries). You can also see profiles and artwork from our 2018 competition online, for inspiration.

### WHY TAKE PART?

- **Prize money.** Winners (one from each year group) will receive £100, and runners up will receive £50. Entries can be submitted by individuals or groups.
- **Art showcased in public exhibit.** All submissions will be shared online (subject to permissions) and selected submissions will be displayed in the Oxford University Museum of Natural History.
- **Inspire students with diverse role models.** Show your school students real life examples of scientists from a diverse range of backgrounds.
- **Foster creativity.** Help show how creative science and maths can be, and how those subjects are great for creative and curious people.

### WHEN IS THE COMPETITION?

- **The competition is now open!** All artwork entries must be received by 13 March 2020.

### WHAT DO I NEED TO DO?

- **Encourage your school students** in Years 5, 6, 7 & 8 to participate. Share with parents and families too!
- **Build it into your class activities** – for example, projects in form time or class assemblies, art and science lessons, or take-home work.
- **Share the information** with art or science (or other relevant) clubs.

### ONLINE RESOURCES

Visit [www.oxfordsparks.ox.ac.uk/beyondboundaries](http://www.oxfordsparks.ox.ac.uk/beyondboundaries) for more details about the competition.



We can support  
you with leaflets and  
posters to help promote  
the competition at  
your school.  
Please get in touch!

### Any questions?

Contact [diversity@mpls.ox.ac.uk](mailto:diversity@mpls.ox.ac.uk)  
or Daisy Hung at 01865 282464

