

Social Sciences Division Diversity Network News – January 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). 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

University Diversity Fund – call for bids in Trinity Term; deadline in June.

The Diversity Fund is a £70,000 annual fund which provides small grants to initiatives aimed at fostering an inclusive culture and promoting equality and diversity. The fund provides small grants (usually in the region of £5-£10k). See <https://edu.admin.ox.ac.uk/the-diversity-fund> - further details to follow. If you have a potential initiative which you would like to discuss in relation to making a bid under this fund please get in touch.

University Diversity Awards – nominations open in January and close on 28 February

These biennial awards celebrate good practice and are made to individual role models/champions (to be nominated by others) and to initiatives promoting E&D in the workplace, for students, through public and community engagement, and in learning and teaching (all self-nominations). See <https://edu.admin.ox.ac.uk/vice-chancellors-diversity-awards> - further information will be available shortly on this webpage. Colleagues in the Social Sciences Division are encouraged to consider individuals and initiatives which might be nominated.

Returning Carers' Fund – deadline Friday 21st 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 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.

Office for Students: Consultation on harassment and sexual misconduct in higher education – open until 27 March

The purpose of this consultation is to seek views on a proposed a set of expectations of providers, and to require clear, accessible and effective complaints procedures. The intention is that students will:

- be aware of the processes for reporting incidents of harassment and sexual misconduct
- feel confident in reporting incidents and be supported to do so
- know that their complaints will be addressed effectively.

Further information at <https://www.officeforstudents.org.uk/publications/consultation-on-harassment-and-sexual-misconduct/>

News and Resources

Our People Priorities – update from Professor Anne Trefethen, Pro-Vice-Chancellor for People and Gardens, Libraries and Museums

Prof Trefethen describes the University's work to provide a diverse, inclusive, fair and open environment for all members: <https://staff.admin.ox.ac.uk/article/our-people-priorities-a-message-from-professor-anne-trefethen> This is part of a series of updates on progress against the University's Strategic Plan commitments. Note that Prof Trefethen will be holding an open forum to discuss implementation of improvements for all staff at the Oxford Martin School on 12 March from 12.30 to 1.45pm - an invitation to attend will be emailed to all staff as soon as registration opens.

More Black British students than ever choosing Oxford

You may have seen the media coverage that more than 22% of undergraduate students starting in 2019 were Britons from Black and Minority Ethnic (BAME) backgrounds – up from 18% on the previous year's UCAS admissions statistics. The overall proportion of Black students admitted was up from 2.6% in 2018 to 3.1% in 2019. Further details at <http://www.ox.ac.uk/news/2020-01-07-more-black-british-students-ever-choosing-oxford>

Germany mulls extra research funding for committee-burdened women

[THE article](#) – In Germany gender quotas have improved female representation on internal panels, but researchers have highlighted that the associated loss of research time slows career progression. German universities have now recommended giving female academics extra research funding to compensate them for the disproportionate administrative burdens they face, and the article also discusses other possible solutions.

Affinity Profiling and Discrimination by Association in Online Behavioural Advertising – research from the OII

New research from the Oxford Internet Institute suggests that existing laws are failing to protect the public from discrimination by algorithms that influence decision-making on everything from employment to housing. Sandra Wachter, author of the study, outlines how algorithms are drawing inferences about sensitive personal traits such as ethnicity, gender, sexual orientation and religious beliefs based on our browsing behaviour. These traits are then used by online advertisers to either target or exclude certain groups from products and services, or to offer them different prices. See FT article (restricted to subscribers): <https://www.ft.com/content/bc959e8c-1b67-11ea-97df-c63de1d73f4> or OII blog: <https://www.oii.ox.ac.uk/blog/algorithmic-bias-within-online->

[behavioural-advertising-means-public-could-be-missing-out-says-associate-professor-sandra-wachter/](#)

New digital training on hate and extremism

The University of Leicester's Centre for Hate Studies has launched a new suite of digital training modules on hate and extremism. The modules address a range of key themes which pose particular challenges for communities across the country and for professionals working within a range of sectors, including education, criminal justice, health and social care. The modules are free of charge and can be accessed here: <https://www.centreforhatestudies.com/>

Events

The Merton Equality Conversation 2020 – Perspectives on Trans Intersectionality – Monday 3 February, 17.15 – 19.00, TS Eliot Theatre, Merton College

The Merton Equality Conversation exists to enhance understanding of equality and diversity issues through constructive discussion. The theme of this event is 'Perspectives on Trans Intersectionality' and speakers will be Dr Clara Barker, Sabah Choudrey and Freddy McConnell. For more information, and to book to attend: <https://www.merton.ox.ac.uk/event/merton-equality-conversation-2020-perspectives-trans-intersectionality>

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: 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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Please note I finish at 2pm on Friday.