

Social Sciences Division Diversity Network News – July 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 and Resources

Responsible Bystander workshop – for departments

The Equality and Diversity Unit offers departments Responsible Bystander workshops. Bystander intervention is a vital component in tackling bullying and harassment, as we all have a part to play in creating our workplace culture. Through our everyday interactions we are challenging or enforcing social norms, we are leading by example and role modelling behaviour. The Responsible Bystander workshop aims to empower staff with the confidence and tools to challenge problematic behaviour in a safe, respectful and productive way before it escalates to bullying and harassment. Departments wishing to arrange an initial session should contact equality@admin.ox.ac.uk. The materials for the session have been designed in such a way that departments may then use them to run further sessions in-house.

Annual Disability Lecture – now online

The Triple Cripples...creators, educators, rule breakers, and the personification of empowerment: this year's University of Oxford Disability Lecture was given by Jay Abdullahi and Kym Oliver, a team of two black disabled women determined to reclaim the word 'cripple' in their fight against three layers of discrimination. Video and audio for the lecture in June can now be found at the following link: <http://media.podcasts.ox.ac.uk/admin/disability/2019-06-04-admin-disability-720p.mp4>

Career Crafting among Under-represented Academics at the University of Oxford – ongoing call for participation in research project

A team based at the Saïd Business School and Nuffield Department of Medicine, are conducting a research study funded by the Oxford-Wellcome Institutional Strategic Support Fund that hopes to learn from individual academic experiences about the mechanisms that can foster and promote a diverse academic community at Oxford. They are keen on hearing the career narratives of academics at transition points in their careers and comparing the experiences of under-represented groups with those of the majority population. They are seeking academic and research staff to participate. This will entail completing a demographic questionnaire, sending a CV, and undertaking a 1.5-hour interview in person or via Skype at a date and time to suit you. The interview will discuss

the expectations you have from your career, and how your individual circumstances and work environments have affected your academic career progression at the University. For further information on the research, please read the [Study Information Sheet](#). If you would like to ask questions before deciding to take part, please contact Dr Mahima Mitra at Mahima.Mitra@sbs.ox.ac.uk. To book an interview, please visit <https://OxfordDiversityResearchStudy.as.me/>. If the provided times do not suit, please email Mahima.Mitra@sbs.ox.ac.uk.

News

Creating a more supportive and inclusive university culture – MSD/SSD study published

In 2014 staff in the Social Sciences Division (SSD) and Medical Sciences Division (MSD) participated in a culture survey. The results have now been published in [Creating a more supportive and inclusive university culture: a mixed-methods interdisciplinary comparative analysis of medical and social sciences at the University of Oxford](#). The researchers found that women were less positive than men in their evaluation of certain dimensions of the culture, and that staff in MSD were more positive in certain respects than staff in SSD, which the article suggests was likely due to MSD's engagement with Athena SWAN at that time.

Tomorrow's Oxford Heads: Diversifying Public Sculpture

Two new faces have been added to the row of sculptures outside the Sheldonian Theatre, challenging us to think about how we can diversify public sculpture to better represent today's Oxford. The new sculptures are supported by Diversity Funding secured by the School of Geography and the Environment, and will be on display until 21 July. If you haven't seen them already: <https://www.bbc.co.uk/news/uk-england-oxfordshire-48647400> Twitter: #DiversifyingPublicSculpture #NewOxfordHeads #TomorrowsOxfordHeads

Office for Students/Advance HE - Evaluation of schemes to tackle hate crime and sexual violence

The Office for students has published an evaluation by Advance HE of projects awarded funding to address the issue of hate crime and sexual violence. They have found 'welcome progress' at those institutions awarded funding, but that more should be done to tackle hate crime and sexual harassment. See the [press release](#) and [summary and evaluation reports](#). (In this context, you may already be aware of the [Sexual Harassment and Violence Support Service](#) launched for students in Oxford at the start of this academic year.)

Events

LGBT+ Allies workshop

9.30-1.30, 11 July, Hayes House, George Street OR

9.30-1.30, 24 July, Oxford Learning Institute, St Ebbes Street

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. There are just a few places still available for workshops in July. To book: bookwhen.com/oxequality Password: E&DWorkshop If you would like to attend a workshop but are unable to make these dates, you can be put on the waiting list for the next session in Hilary 2020. Email: equality@admin.ox.ac.uk

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.