

# Social Sciences Division Diversity Network News – November 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.

## News

### **Blavatnik School of Government – Athena SWAN bronze award**

We are delighted to announce that the [Blavatnik School of Government](#) was successful in obtaining an [Athena SWAN](#) bronze award in the April 2019 applications round.

### **University Michaelmas 2019 Equality and Diversity newsletter**

This can be found on the website at [edu.web.ox.ac.uk/news](http://edu.web.ox.ac.uk/news). This issue includes information on Positive Action at Oxford, and introduces the University's new Gender Equality Advisor, Sally Baden.

### **UK Research and Innovation (UKRI) - position statement on Bullying and Harassment**

UKRI [released a statement](#) on 22<sup>nd</sup> October informed by an [Evidence Review](#) conducted by the Global Institute for Women's Leadership at King's College, University of London. Next steps to tackle bullying and harassment include mandatory requirements for those in receipt of UKRI funding to adopt good practice guidelines; the development of new resources to drive improvements across the sector, including a Code for Conducting Investigations and collaboration with partners and across the sector to identify and address the underlying factors that are contributing to the problem.

### **Equality and Human Rights Commission report – Tackling racial harassment: universities challenged**

The Equality and Human Rights Commission has published a report on the outcomes of their inquiry into racial harassment in higher education. To read the report click [here](#).

## Opportunities

**Social Sciences Division – Athena SWAN Data Officer post**

The Social Sciences Division is seeking to appoint an [Athena SWAN Data Officer](#) on a fixed-term basis until 31 July 2020. The post presents an ideal opportunity to gain experience in the area of Athena SWAN, and in supporting equality & diversity work in one of the University's academic divisions. The post is available on a fixed-term basis until 31 July 2020, could be offered as a secondment, and we would be very happy to consider part-time working. The closing date for applications is 12 midday on 21 November. For an informal discussion of the post please contact [catherine.goodwin@socsci.ox.ac.uk](mailto:catherine.goodwin@socsci.ox.ac.uk)

### What does leadership mean to you?

The Research Staff Development Working Group will be running focus groups for University Research Staff this November across the University of Oxford, aimed at learning how researchers define leadership, what leadership means for career progression and the opportunities available for developing leadership skills. Discussions will last for an hour and refreshments will be provided. The Working Group is keen to ensure diverse representation in these discussions. Any contribution would remain anonymous. If you're interested, please complete this survey: <https://www.surveymonkey.co.uk/r/M6XYWBB>

### Menopause in the Workplace

Menopause in the workplace is the focus of a number of initiatives in Higher Education, building on growing momentum across wider sectors to address this issue. The [University of Leicester was an early adopter](#) of a Menopause policy and others have developed guidance or support including the [University of Cambridge](#), [Manchester](#) and [Queen Mary College](#) among others. Oxford University Gender Equality, E&D and HR staff are keen to explore the need for similar initiatives. If you are interested in being informed or involved, please let the EDU know by emailing [genderequality@admin.ox.ac.uk](mailto:genderequality@admin.ox.ac.uk)

## Events

### **Driving Diversity and Inclusion Seminar Series – inaugural talk ‘Leadership for Diversity and Inclusion – lessons from the UK Civil Service’, Dame Sue Owen DCB – 5.45pm (registration at 5.15), 4 December, Saïd Business School, Park End Street, Oxford, OX1 1HP**

The Saïd Business School is launching a new speaker series on responsible leadership, which provides a University-wide opportunity for engagement with recognised industry exemplars in the area of quality and diversity. The series is part of a programme of Equality and Diversity activities funded via the Oxford-Wellcome Institutional Strategic Support Fund and led by Professors Sue Dopson and Helen McShane. The inaugural talk in the series will be given by Dame Sue Owen DCB, a former British Civil Service Diversity Champion. To register, click [here](#).

### **Faculty of Law Equality and Diversity Lecture 2019 “In conversation with Haben Girma” – 5pm, 28 November, The Gulbenkian Lecture Theatre, Faculty of Law, St Cross Building, OX1 3UL**

The first Deafblind person to graduate from Harvard Law School, Haben believes disability is an opportunity for innovation and travels the world teaching the benefits of choosing inclusion. She has learnt non-visual techniques for everything from dancing salsa to handling an electric saw. She developed a text-to-braille communication system that created an exciting new way to connect with people. Haben pioneered her way through obstacles, graduated from Harvard Law, and now uses her talents to advocate for people with disabilities.

President Obama named her a White House Champion of Change. She received the Helen Keller Achievement Award, and a spot on the Forbes 30 Under 30 list. BSL Interpreters will be provided at the event. [Registration required](#).

**Restitution and Twenty First Century African Art - Smithsonian Speaker Series with Dr. Gus Casely-Heyford - 17:00-18:30, 20 November, Pichette Auditorium, Pembroke College**

Dr. Casely-Hayford is the Director of the National Museum of African Art. He is a fellow of the Cultural Institute at King's College London and has served as a trustee of the United Kingdom's National Trust. As director of Africa 05, he organized the largest African arts season in Britain. He has delivered a TEDGlobal Talk on pre-colonial Africa and is the author of a Ladybird Expert book, Timbuktu. Dr. Casely-Hayford served as host for Tate Britain's Great Art Walks, which examines art by some of Britain's most famous painters and explores their hidden stories. [Register to attend](#).

**2020: celebration of 100 years of women being admitted as full members of the University**

With the establishment of the women's colleges, women had been studying at Oxford and sitting exams since the late 1870s, but they were [not formally awarded degrees until 1920](#). A full programme is being developed by the EDU to mark the University Women's Centenary. Further details to follow. [Women at Oxford](#) is a collaborative project which involves the former women's colleges (St Anne's, St Hilda's, St Hugh's, LMH and Somerville), Women in the Humanities (TORCH), Bodleian Libraries (Digital Bodleian) and the History Faculty. Its launch will coincide with the centenary of women's formal admission to Oxford in 2020, and will be a major component of the wider programme of events being planned to mark this milestone, as well as encouraging further reflection and work on increasing diversity and inclusivity in Oxford.

## Upcoming dates

**Transgender Day of Remembrance:** 20 November - <https://www.glaad.org/tdor>

**Disability History Month:** 18 November – 20 December - <https://ukdhm.org/>

**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/>

With all best wishes,  
Catherine

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