

# EQUALITY, DIVERSITY AND INCLUSION NEWSLETTER

Pilot issue 1 - November 2015

Welcome to this pilot for a new Equality, Diversity and Inclusion (EDI) newsletter! Our aim is to share information and encourage engagement in the wide range of activities going on across the University to promote a diverse and inclusive community of study and work.



## Connectedness

Our values of equality, diversity and inclusion (EDI) are central to daily life for everyone at Brookes. Our guiding principles form a positive framework for developing our approach to EDI. Connectedness encourages us to look at shared experiences and common interests, and to foster networks for mutual support and to increase engagement with policy-development and decision-making. This first issue has a focus on communication with Brookes' staff to share what we are doing, show how you can play a part, and what's in it for you.

- EDI@BROOKES web pages
- EDI Strategy and Action Plan
- Introducing new colleagues working on EDI for staff and students at Brookes
- Let's Talk About...news stories, events, and networks
- Equality policy updates
- Getting in touch and feedback
- Upcoming key dates and events

### EDI@BROOKES WEBPAGES

We have refreshed and relaunched the [EDI@Brookes web pages](#). We will be adding more links and resources over the coming months. We positively welcome feedback on the content and accessibility of the pages. Please contact [jane.butcher@brookes.ac.uk](mailto:jane.butcher@brookes.ac.uk)

### EDI STRATEGY AND ACTION PLAN

Our overall approach to equality and diversity at Brookes is set out in our [EDI strategy](#) and action plan, which are co-ordinated by HR working closely with colleagues in Wellbeing. This is overseen by the EDI Advisory Group chaired by the Vice Chancellor.

Key priorities for students and staff are:

- Developing whole institution gender equality actions linked to the new Athena SWAN Charter, which now covers Arts, Humanities, Social Sciences, Business and Law as well as STEMM.
- Dignity and Respect: awareness-raising campaign, policy and action on harassment and bullying for students; and refreshing the Dignity and Respect at Work policy for staff.
- Addressing the attainment gap for black and minority ethnic students.
- Attracting, supporting and increasing progression into research and leadership for black and minority ethnic staff.
- Demonstrating a positive approach to inclusion and support for Trans People across the University.

## **NEW COLLEAGUES WORKING ON EDI FOR STAFF AND STUDENTS**



Kanja Sesay has recently joined ASA to support our work on student equality, with Jane Butcher based in HR fulfilling a similar role in respect of Brookes' staff. [Key contacts for EDI@BROOKES.](#)

## **LET'S TALK ABOUT...NEWS STORIES, EVENTS, AND NETWORKS**

### **Women on boards: closing the gender gap**

On 21 October, Professor Simonetta Manfredi (Director of the Oxford Brookes Centre for Diversity Policy Research and Practice (CDPRP)) chaired a lively debate between Lord Davies of Abersoch and Helena Morrissey on women's representation on company boards. Helena founded the [30% Club](#), a group of chairs and CEOs committed to ensuring better gender balance at all levels. The [Davies Review](#) set a 25% target for women on the boards of FTSE 100 companies by 2015. The figure has now reached 26%. On 29 October 2015 Lord Davies published a summary of the impact of five years of the voluntary, business-led, approach. This [report](#) also sets out Lord Davies's next step recommendations, including a new target for 33% of the FTSE 350 Boards to be women by 2020.



Brookes' Vice Chancellor has now signed up to the growing cluster of universities who have made a proactive commitment to the 30% Club objectives.

Professor Manfredi and [CDPRP](#) colleagues are undertaking [new research](#) funded by KPMG and the 30% Club to investigate the experiences of senior women from academia and the corporate sector who respectively serve on company boards and university governing bodies.

### **Aurora programme: developing future women leaders in higher education**

This autumn, 21 women from across Brookes embarked on the [Aurora programme](#). Launched in November 2013, Aurora is a women-only leadership development programme run by the Leadership Foundation for Higher Education. It aims to encourage a wide range of women in academic and professional roles to think of themselves as leaders, develop leadership skills, and help institutions maximise their potential.

The Aurora programme combines training days, action learning sets, mentoring and on-line resources to provide learning with a more enduring impact. [Brookes has now supported 51 women to participate in Aurora](#), with positive feedback on the networking benefits, speakers and action-learning sets.



Watch the [video clip of Sally Hughes](#), now Principal Lecturer in Publishing in the Faculty of Technology Design and Environment, who was on the first Aurora cohort in 2013.

### Anne Osterrieder

works as Research and Science Communication Fellow and Lecturer in the Department of Biological and Medical Sciences.

Anne took part in Aurora in 2013. She says Aurora “encourages women to think of themselves as leaders in the first place... I discovered that even though I was an early career scientist, far from being in any official position of power or influence, I was already leading without realising it.” [Read Anne’s article on what leadership means to her](#), published in the Society for Experimental Biology Bulletin in March 2015.



We are now recruiting for our in-house [Brookes Leadership Programme](#) designed by OCSLD for managers in support roles at grades 8 to 11 with at least one year’s experience of managing staff.

The [Navigator Men’s Development programme](#) is open to both academic and support staff up to grade 9. Navigator was developed in response to the success of its sister [‘Springboard’ programme for women](#). Brookes’ participants have commented on the benefits to their confidence, work-life balance and sense of belonging and increased collaboration.

### Health and Life Sciences achieves Athena SWAN Silver Award



The Faculty of Health and Life Sciences has now joined a select group of departments in UK universities to achieve an [Athena SWAN Silver award](#). This recognises that, in addition to university policy, the faculty has a supportive culture and practice which enable both women and men to fulfil their career potential.

### Professor Linda King

(PVC Research and Global Partnerships), who led the submission, commented:



“This award recognises our commitment to developing and supporting women in science over many years, but importantly, and as recognised by Athena SWAN, it also ensures that everyone benefits from these developments. We must now set ourselves the challenge of going for Gold!”

Dr Susan Brooks now takes on the role of chairing the HLS Self-Assessment Team as they move forward to implement their Action Plan, while Professor King leads the institution-wide group to renew our Athena SWAN University Award.

### Renewing and extending our commitment to gender equality at Oxford Brookes



Brookes has held the [Athena SWAN Bronze institutional award](#) since 2013. We will be renewing the [bronze award](#) under the new [Athena SWAN Charter](#), which will now cover all faculties and both academic and professional and support staff. The University Self-Assessment Team is led by Professor Linda King with representation from all areas and levels of the institution.

### Technology Design and Environment go for Athena SWAN Bronze Award



The Faculty of Technology, Design and Environment is working towards an [Athena SWAN Bronze Award for its STEM](#) subject areas (Architecture, Built Environment, Computing and Communication Technologies, Mechanical Engineering and Mathematical Sciences). The Chair of the Self-Assessment Team, Helena Webster, commented: “The Faculty has undertaken extensive work to address the student and staff gender imbalance in STEM subjects (particularly in engineering and computing) and welcomes the opportunity to evidence this work to the Athena SWAN panel. As a team, we will develop an Action Plan to drive this agenda forward over the next 3 years.”

## Race Equality and progression for Black and Minority Ethnic Staff and Students

Brookes is committed to attracting more black and minority ethnic (BME) talent, increasing progression into leadership positions, and, crucially, increasing [attainment levels](#) for our BME students.

The University took part in a pilot of the new [Race Equality Charter scheme](#) developed by the Equality Challenge Unit. Although Brookes did not achieve the award, the process was very useful and we will use the feedback to review and strengthen our analysis and action plan, with a view to making a fresh application in 2017. The Self Assessment Team is led by Professor Anne-Marie Kilday.

## Black and Minority Ethnic (BME) Leaders in Higher Education – Diversifying Academic Leadership

The Leadership Foundation for Higher Education is launching a [new programme to support early career BME academics](#). Three pilot cohorts will run between January and July 2016. Oxford Brookes aims to nominate participants for this innovative programme.

## Black History Month

By celebrating different cultures we break down barriers, and through education about Black people's struggles and achievements, we challenge the stereotypes that lead to prejudice.



[Black History Month](#) encourages us to celebrate how far we have come, but also acknowledge that there is more work to be done to end to all forms of discrimination in our society.

On 2 November 2015, Rob Berkeley MBE, former Director of the Runnymede Trust and currently working with the BBC, was welcomed by Professor Anne-Marie Kilday for an inspiring and challenging conversation with staff and students on the changing discourse of race equality in the UK over the past 50 years. [#blacklivesmatter](#)

## Carers' Forum and links to resources

Brookes recognises that many members of staff are carers - for relatives, partners or friends who are disabled, elderly or have health problems which require support. We run a regular carers' group with a support worker from [Carers Oxfordshire](#) on hand to give advice and information. Sessions are announced in OnStream or [jane.butcher@brookes.ac.uk](mailto:jane.butcher@brookes.ac.uk) for

more information. The next session is on **17 November from 12 to 2 pm in Red Oak 01, Headington Hill.**

The Brookes [Carers' Forum](#) can also be used as a virtual network. Carers can have discussions with each other, share information and post questions for other members of the forum.

## LGBT+ Forum

The [Oxford Brookes LGBT+ Forum](#) has been set up to support staff and promote greater awareness of issues related to sexual orientation and gender identity in the workplace. The Forum is a social group which also acts as a sounding board for developing university policy, and working on the University's [Stonewall](#) membership. Existing links with the [Oxford Area Higher Education Staff LGBT network](#) are promoted through the Brookes Forum.

**Sebastian Blake (Environmental Specialist)** says: *"come and join us for our social lunches and find out more about LGBT+ activities at Brookes."*

Brookes' activities for [LGBT History Month](#) in February 2016 are being planned. These include a [lecture by Niall Munro](#) on 10 February 2016 – "Of Ouija boards and the fourth dimension: queer American poetry and the world beyond." We will also be connecting up with local community and other higher education events for LGBT History Month. Contact [hr-lgbtplus@brookes.ac.uk](mailto:hr-lgbtplus@brookes.ac.uk) for more information.

## EQUALITY POLICY UPDATES

### Trans People Policy

Along with other institutions in the sector and reflecting the scope of the new Athena SWAN Charter and [Equality Challenge Unit guidance](#), we are working to develop and make our commitment to [trans-inclusivity](#) more visible. We will be developing policy and practical guidance to support staff and students in their transition to affirm their gender identity during their time at Brookes.

### Shared Parental Leave (SPL)

The Shared Parental Leave Regulations 2014 provide a statutory right for eligible employees to take shared parental leave in connection with the birth of a child due, or placement of an adopted child, on or after 5 April 2015. This means eligible mothers, fathers, partners and adopters can choose how to share time off work after their child is born or placed for adoption. Brookes has agreed enhanced pay and leave entitlements for [Shared Parental Leave](#) so they mirror our maternity entitlements.

## Getting in touch and feedback

We welcome your views and feedback on any of the topics covered in this update or the overall approach to EDI@BROOKES. We are also keen to hear from colleagues involved in equality, diversity and inclusion groups and initiatives or under-taking related research. Please contact jane.butcher@brookes.ac.uk

## UPCOMING KEY DATES AND EVENTS

Date	Focus	What	Where
15-21 Nov 2015	Interfaith Week	Highlights the work of local faith, inter-faith and faith-based groups and organisations	<a href="#">Web and social media</a>
16-20 Nov 2015	Anti-bullying Week	2015 theme is Cyberbullying and E-Safety	<a href="#">Web and social media</a>
17 Nov 2015	Carers' Network	Meeting for Oxford Brookes Carers' group with <a href="#">Carer's Oxfordshire</a>	12 to 2pm in Red Oak 01, Headington Hill
19 Nov 2015	<a href="#">Interfaith Week Lecture</a>	Where is G-d in the Modern University?	6pm Chaplaincy, Helena Kennedy Student Centre, Headington Hill
20 Nov 2015	Transgender Day of Remembrance and Awareness	To remember those killed due to transgender hatred or prejudice	<a href="#">Web and social media</a>
24 Nov 2015	<a href="#">Event</a>	Reviewing Human Rights, Equality and Religion in Great Britain – discussion with Professors Peter Edge and Lucy Vickers authors of EHRC Report No 97	6-8 pm, Music Room, Headington Hill Hall, Headington Campus
8-10 Dec 2015	<a href="#">Ada Lovelace Symposium, Oxford University</a>	Celebrating the 200th anniversary of the computer visionary	Mathematical Institute, Woodstock Road, Oxford
10 Feb 2016	LGBT History Month	<a href="#">Lecture</a> : Of Ouija Boards and the fourth dimension: queer American poetry and the world beyond. Niall Munro, Senior Lecturer in American Literature at OBU	6pm, JHB Lecture Theatre
8 Mar 2016	International Women's Day	Watch out for news on events	<a href="#">Web and social media</a>
6 Apr 2016	<a href="#">Lecture</a>	Why should anyone be led by you? Dame Helen Ghosh, Director of the National Trust	6pm, JHB Lecture Theatre
11 May 2016	<a href="#">Lecture</a>	Reflections on Nursing, Leadership and a fabulous working life. Professor, June Girvin, Pro Vice-Chancellor and Dean of the Faculty of Health and Life Sciences	6pm, JHB Lecture Theatre
15 Jun 2016	<a href="#">Brookes Athena SWAN Lecture</a>	Biodiversity conservation in the 21st century: what plants should we conserve and where? Professor Kathy Willis, Director of Science Royal Botanic Gardens, Kew	6pm JHB Lecture Theatre