

Equality Office

Celebrating Diversity, Advancing Equality, Promoting Inclusion

Issue 3, February 2016

News

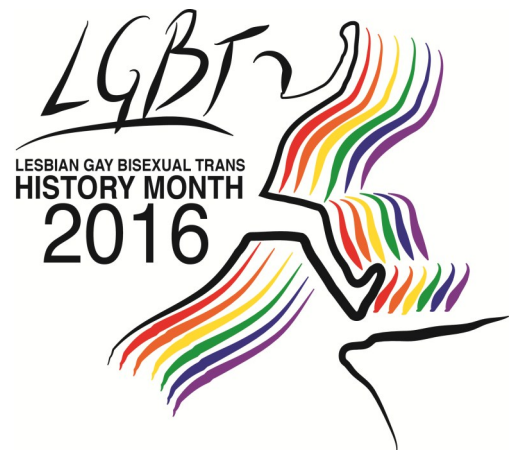
Who We Are

Welcome to the Equality Office update! We have had a very productive few months working on a range of projects and continuing to support staff and students at the University through training events and one-to-one consultations. Our ongoing work includes advising on legal requirements and good practice; developing policies and implementing action plans; monitoring and reporting progress against equality goals; celebrating diversity and raising awareness through events. You can find our contact details at the end of this newsletter. Enjoy!

LGBT History Month

LGBT History Month was created in 2004 to celebrate and give visibility to LGBT people, their history, lives and experiences. By focusing on LGBT lives in the month of February it gives organisations the opportunity to raise awareness and advance equality in this area, as well as give people the platform to discuss sexual orientation and gender identity.

The University uses LGBT History Month as a way of raising awareness with staff, students and local communities; developing and retaining local partnerships; creating safe spaces on campus and it enables us to create positive LGBT experiences and positive attitudes towards LGBT people.



In February 2016 the University will be celebrating LGBT History Month by offering a number of events to staff and students. These events will celebrate the diverse community of UH. All events will be held at the university and are open to staff, students and Hertfordshire residents. [For more information and to book](#)

4 February 2016, Club de Havilland, de Havilland Campus

Screening of the gripping and thrilling Imitation Game

16 February 2016 09:30, The Oval, College Lane

Interactive study day on Beyond Binary Sexuality and Gender

25 February 2016 13:30, C402, College Lane

Trans-gender Awareness workshop with Gendered intelligence

26 February 2016, 19:00, Club de Havilland, de Havilland Campus

Extravaganza: A celebration of LGBT Culture

Did you Know?

Did you know the University has recently run a LGBT role model campaign with posters across the campuses

Women in STEMM

As part of Athena SWAN, the [Women in STEMM Network](#) continues to organise events to support research students and colleagues in their career development. The second event of our *External Roles* series took place on 11 January. In this second event of the series, colleagues from the Schools of Computer Science, Engineering and Technology, and Physics, Astronomy and Mathematics shared their experiences with their STEMM colleagues. Please contact Susan Grey (s.grey@herts.ac.uk) or Katerina Finnis (k.finnis@herts.ac.uk) for information on past and future events.



Race Equality Charter Bronze Award The University of Hertfordshire was presented with the first ever Race Equality Charter Award which recognises the hard work we undertake to advance race equality and improve diversity on campus. We were one of eight universities receiving this new award in which 21 universities submitted an application. Receiving the award, Min Rodriguez, Head of Equality, said: 'I am proud to work with such a committed team which saw us successfully achieving a Bronze award as part of this pilot. We work exceptionally hard to tackle race inequalities and I am delighted that this has been recognised by our peers.'



World Aids Day December 2015

We joined Herts Aid and the SU to promote awareness of Aids. We had a really fun day in the Forum handing out red ribbons, free condoms and selling cakes to raise money for charity.

Anti Bullying Week November

We supported Stonewall's 'No Bystanders' campaign by communicating messages across the university promoting our zero tolerance policy towards bullying.



Age UK Workshop



In November, we were joined by Age UK who provided staff with a wealth of information on the services they offer in the local area. Staff with elderly parents particularly found this session to be informative.

Black History Month October 2015

As part of Black History Month we invited staff, students and the local community to attend events which highlight and celebrate the achievement of the black community. All the events were extremely inspirational and thought provoking.

This included a screening of 'Selma' which chronicled Martin Luther King's dangerous campaign to secure equal voting rights. A revealing presentation from Black History Walks on the changing portrayal of black people in ancient art and the popular media of today. Stephen Bourne, historian and author gave an entertaining and informative talk, sharing his memories of growing up in London with his adopted Aunt Esther, a black Londoner and finally Chris Lubbe, body guard to Nelson Mandela, gave a truly inspirational talk on his incredible story of resistance against 'apartheid'.



Disability Month December 2015

To mark International Day of People with a Disability we ran an Autism Awareness workshop which explored issues autistic students may encounter at the University and the services available to assist them. This was followed by a Disability Awareness workshop which highlighted the services available at the university for staff members with a disability and gave a platform for opinions to be voiced. Finally, we were extremely fortunate to screen the BBC documentary on Disability Hate crime, where the presenter Adam Pearson joined us for Questions and Answers.



What We're Working On



The University, alongside four of its Academic Schools, holds an [Athena SWAN Bronze Award](#), which recognises commitment to advancing gender equality in Academia. Following the expansion of Athena SWAN from Science, Technology, Engineering, Mathematics and Medicine (STEMM) to Arts, Humanities, Social Sciences, Business and Law (AHSSLB), all ten academic Schools at the University have identified Athena SWAN Champions and established Athena SWAN committees. All Schools are currently in the process of collecting and analysing data, and consulting with students and staff, in order to identify good practice and explore potential barriers individuals may face. Athena SWAN seeks to address all aspects of gender equality and not just barriers to progression that affect women.

In November 2015 the Equality Office established the [Athena SWAN Champions Network](#) in order to (a) provide support for our new Athena SWAN Champions (b) provide a space for Champions from all Schools to share ideas and discuss issues and (c) enhance our sense of Athena SWAN Community at the University. [For more information on Athena Swan](#)

Dementia Awareness Week , Inside Out of Mind Film Screening and Panel Discussion May 18 2016, 09:00-12:00 Weston Auditorium



In conjunction with the Hertfordshire Year of Mental Health and led by Hertfordshire Public Health and the Health and Wellbeing Board we will be screening a film of the play 'Inside Out of Mind'. A deeply touching, funny and unique play exploring life on a dementia ward from the perspective of the patients, the staff and visitors. This will be followed by a panel Q&A session. [Book your place](#)

International Women's Day

To celebrate International Women's day in March, we will be screening the riveting and heart breaking film Suffragette which chronicles the movement to secure voting rights for women.

Grab some lunch and enjoy a truly inspirational film.

10 March 2016, 12:00-14:00

Club de Havilland



Hate Crime Reporting Centres

We are working with Hertfordshire Police to train as a third party reporting centre. Victims of Hate Crime and Hate Incidents will be able to report incidents to the Equality Office without having to go directly to the police. We will submit all the details to Hertfordshire police and it will then be dealt with in the same way that any other crime is.

Carers Week June 2016

Carers Week is an annual campaign which aims to raise awareness of caring, highlight the challenges that carers face and recognise the contribution they make to families and communities throughout the UK. Last year we invited all our staff to an afternoon cream tea where they had the opportunity to speak with local charities and organisations such as Carers in Hertfordshire and Age UK. We will shortly be planning an event for this year and more information will be available on [Staffnet](#)

Young Adult Carers

We are working together with Carers in Hertfordshire, Academic Registry, Student Wellbeing, Office of the Dean of Students, the SU and Stuart Mullins (Visiting Lecturer) to raise awareness and highlight the problems young adult carers face at our university, and establish what we can do to help these students.

Did you Know?

Did you know the University has a policy which supports [Shared Parental Leave](#).



Dignity and Respect:

Dealing with Harassment and/or Bullying

The University has relaunched its UPR on Dignity and Respect: Dealing with bullying and/or harassment.

As part of this, we launched a key information leaflet which is available at key locations around the University.

[Read both the policy and leaflet](#)

We will shortly be recruiting and training volunteers to become Dignity and Respect Advisers who will be appointed and fully trained by the Equality Office to deal with staff/student issues of bullying and harassment.

For more information please contact Jo Prescott: j.prescott1@herts.ac.uk

Online module: Diversity in the Workplace

Provides information and guidance on equality and diversity issues, legislation, rights and responsibilities and the negative effects of discrimination. Available to all staff.

Equality & Diversity Essentials Workshop

Covers the fundamental aspects of equality and diversity, current legislation, individual rights and responsibilities within a higher education context, understanding discrimination and identifying barriers affecting different groups of people.

Sessions take place in Evolution Room 2, MacLaurin Building:

- 16 February 2016
- 15 March 2016
- 14 April 2016
- 17 May 2016
- 8 June 2016
- 14 July 2016

Booking is via your HR Core Portal.

Gendered Intelligence

The Athena Swan charter now recognises gender identity as one of its key principles.

Therefore, as part of our commitment to Athena Swan, we are offering an exciting opportunity for staff and students to attend a Transgender Awareness Workshop with [Gendered Intelligence](#).



The workshop aims to raise awareness of trans identities, explores the key terms and uses of language around gender and sexual orientation, offers some insight into the legislation around the rights and responsibilities in relation to trans identities and explores how we can all ensure we are being trans-inclusive. Contact Jo Prescott to book your place.

February 25 2016 and March 24 2016, 13:30-16:30, C402 College Lane

Unconscious Bias Workshops



These workshops support our work towards embedding an inclusive culture at the University of Hertfordshire by equipping participants with the tools to recognize and address bias in their interactions with prospective and existing staff and students.

The 90 min workshop is open to all staff. To date, 620 members of staff, including the Chief Executive Group (CEG) have attended with excellent feedback.

18 February 2016, 13:30-15:00 or 15:30-17:00, F315 Wright Building

31 March 2016, 09:30-11:00 or 11:30-13:00, N110 de Havilland

Book your place through your HR Core Portal.

Did you Know?

One in three people (36%) have quit their job as a result of being bullied at work according to a poll of 1,700 adults across the UK conducted by [TUC](#)

Staff Networks

Lesbian, Gay, Bisexual, and Transgender (LGBT)

We support our members in a range of ways: we are available just to chat through a difficult situation or we may be able to raise issues with management. Perhaps you are a manager with a member of staff who has just come out, or a member of staff who wants to come out but does not know the best way to do it? We also aim to make sure that University policies and procedures are fully supportive of LGBT staff, and can comment on the wording of official policies when requested. We arrange social events at lunchtimes and evenings where members can meet informally and catch up with friends in an LGBT-exclusive environment.

The group is open to all members of staff who are LGBT, but we also have straight allies who want to support colleagues or family members, or who just want to get to know us a bit better.

For more information visit our [StaffNet](#) pages

The Equality Office has the following staff networks:

- LGBT
- Carers

Staff Networks are open to all staff and are led by interested members of staff. They seek to provide an informal peer-run environment for staff to network and discuss issues of specific interest that have an effect on them. They can provide information, support and act as a voice for staff.

We plan to set up the following networks in the near future: Dignity and Respect Advisor, British Minority Ethnic (BME) and Disability.

Carers

The carers' network meets on a monthly basis and is an informal opportunity for staff who are unpaid carers to network and support one another. Jo Willis, Carers Development and Learning Manager, from Carers in Hertfordshire facilitates some of the meetings and is able to provide a wealth of information on support available in Hertfordshire.

For more information visit our [StaffNet](#) pages

Who We Are

Min Rodriguez;
Head of Equality



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Legal and policy advice; training opportunities; the Race Equality Charter Mark.

Joanne Prescott;
Equality Officer



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Network activities and memberships; equality and diversity events;
(maternity cover for Sarah Bowes-Phipps)

Katerina Finnis;
Athena SWAN
Officer



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Gender equality and Athena SWAN.