

Equality Office

Celebrating Diversity, Advancing Equality, Promoting Inclusion

Issue 1, May 2015

News

Who We Are

Welcome to the first 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!

Gender Equality



The University of Hertfordshire, alongside four of its Academic Schools, has been successful in its application for the Athena SWAN Bronze Award. Athena SWAN is a Charter that recognises excellence in commitment to recruiting, retaining and promoting women in Science, Technology, Engineering, Mathematics and Medicine (STEMM). Working with the Athena SWAN initiative has helped the University engage with staff and students, identify issues affecting women in STEMM, develop ways to increase representation of women and support career development.

“This is an excellent achievement and testament to the dedication and teamwork of those involved and we are absolutely delighted with these outcomes”.

Sue Grant , Secretary and Registrar (Chair of the Athena SWAN self-assessment group)

The following STEMM Schools achieved Bronze status: Physics, Astronomy and Mathematics; Computer Sciences; Health and Social Work; and Life and Medical Sciences. The University and its STEMM Schools are currently in the process of ensuring that their Athena SWAN Action Plans are being implemented so that the University can continue to reflect on, and improve, current practices and cultures.

The Athena SWAN Charter is currently expanding to cover all aspects of gender equality in non-STEMM areas and also staff in professional services.

For further information, please visit the Equality Office webpages: <http://www.herts.ac.uk/about-us/equality-and-diversity/athena-swan>. For further information on the Athena SWAN Charter Mark please visit the Equality Challenge Unit (ECU) website: <http://www.ecu.ac.uk/equality-charters/athena-swan/>

Did you know? Only 13% of all Science, Technology, Engineering, Mathematics and Medicine (STEMM) jobs in the UK are held by women (Wise 2012)

Race Equality

The University of Hertfordshire is one of 32 institutions involved in the first wave of applications for the Race Equality Charter Mark (RECM). This shows that we are committed to improving the representation, progression and success of minority ethnic staff and students.

In October 2014 we set up a working group, Chaired by Professor Andrew Clutterbuck (Pro-Vice Chancellor and Sponsor for the RECM). The group analysed a broad range of HR, survey and interview data to achieve an understanding of staff/student views and experiences, and created an action plan based on the data.

Actions include setting up a BME staff network/support group and developing a Cultural Literacy/Intelligence workshop for managers.

The University of Hertfordshire has a Black, Minority and Ethnic (BME) Success Project whereby one of the objectives was to work towards reducing the differential in degree attainment between BME students by 10 percentage points by 2014/15.

Progress against this objective has been steady – the University has moved from a position at the time the objective was set from having a 24% attainment gap, to what is now in 2013/14 a 17% gap. This is compared to a 16.8% gap in England (ECU, 2014). We will be reviewing the Equality Objectives in summer 2015 in time for new objectives to be set in April 2016. The BME Success Project has now been incorporated within our Race Equality Charter Mark work, and an action has been identified to set an objective that commits the University to reducing the attainment further.



What We've Been Doing



LGBT History Month

Lesbian, Gay, Bisexual and Transgender (LGBT) History Month is an annual programme taking place in February each year, celebrating the lives and achievements of the LGBT community.

We celebrated LGBT History Month with a screening of the film 'Pride', a public lecture entitled: 'After Same-Sex Marriage and What Next for LGBT Rights?' with Peter Tatchell, "One of the most influential gay men of this century" and a Trans Awareness workshop with 'Gendered Intelligence', a not-for-profit Company whose mission is to increase understandings of gender diversity.

Peter Tatchell's lecture: www.youtube.com/watch?v=xFNgZtP_T9k

Dementia Friends Workshop



In the UK, there are about 800,000 people with dementia and an estimated 400,000 people have dementia but do not know it. The Equality Office was proud to support the Dementia Friends initiative: a programme which trains people from all walks of life to spot signs of dementia and help patients and carers to lessen the isolation, fear and despair so often felt. The workshop, hosted by a Dementia Friends Champion, was extremely well attended. It provided staff with key dementia facts, showed what it is like to live with dementia and highlighted the small things everyone can do to make a real difference.

www.dementiafriends.org.uk

Speakers' Corner

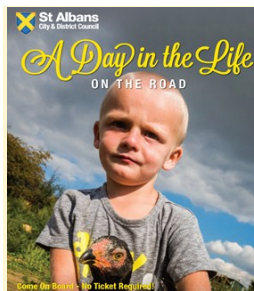
The University hosted a meeting held by Hertfordshire Equality Council (HEC) encouraging voluntary and community groups to voice their concerns regarding difficulties they experience in the community particularly with regard to disability; poverty; ethnicity; gender; LGB&T; religion and belief; age. HEC aim to work with these groups to improve opportunities.



What We've Been Doing

Inclusive Teaching Workshop

The University hosted a staff development workshop in April on curriculum design and inclusive teaching. Speakers presented the Institution's Inclusive Teaching strand of the curriculum design toolkit developed by the Learning and Teaching Innovation Centre, which includes principles of good practice, case studies and tips for staff. It is available through the Knowledge Exchange hosted on Studynet. Participants tried out the toolkit on their own devices and discussed how it is integrated in curriculum development. The workshop also showcased the Business School's extra curricula programme to support the development of confidence in study skills and assessment practices.



In conjunction with St Albans City & District Council, the Equality Office hosted a photographic exhibition 'A Day in the Life'.

Residents at the Barley Mow Travellers' Site in Colney Heath were given disposable cameras to record their way of life through a lens. The images of daily life on site were displayed on a bus travelling exhibition which visited the University of Hertfordshire. The exhibition sought to alter perceptions of this marginalised group with the general public.

Future Events and Training Opportunities

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 and will be offered until the end of the academic year. To date, 620 members of staff, including the Chief Executive Group (CEG) have attended with excellent feedback.

11th June	09:30-11:00 & 11:30-13:00	B404, College Lane
16th June	09:30-11:00 & 11:30-13:00	LF233, College Lane
9th July	13:30-15:00 & 15:30-17:00	N110, de Havilland
14th July	13:30-15:00 and 15:30-17:00	N110, de Havilland

For more details about dates and booking: www.staffnet.herts.ac.uk/human-resources/10795.htm.

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:

25 June 09:30-13:00
15 July 13:00-16:30



Herts Pride 22nd August, Cassiobury Park, Watford

The Equality Office will be supporting Herts Pride with a stall showcasing the work we do and our commitment to the LGBT community. We are proud Stonewall Diversity Champions and strive to ensure that the University of Hertfordshire continues to be an excellent place to study and work. Everyone welcome. www.hertspride.co.uk

Carers Week 8-14th June: Building Carer Friendly Communities

The Equality Office is hosting an afternoon cream tea on the 11th June 14:00-16:00 in N205 de Havilland.

Local charities and organisations such as Age UK, Carers in Hertfordshire and Mind will be available to inform staff of the services available for carers in Hertfordshire. Everyone welcome.



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.

<http://www.staffnet.herts.ac.uk/our-university/lgbt--network.htm>

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 first carer's network met in April and was attended by Jo Willis, Carers Development and Learning Manager, from Carers in Hertfordshire. The meeting was well attended and gave members of staff who are carers a chance to network and offer support to one another as well as being able to ask Jo Willis carer related questions. The group will meet on a monthly basis. The next meeting will be held on the 28th of May at 13:00 in F321.

<http://www.staffnet.herts.ac.uk/our-university/carers-network.htm>

Who We Are

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