

Equality Office

Celebrating Diversity, Advancing Equality, Promoting Inclusion

Issue 5, November 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!

Athena SWAN



Bronze Award for the School of Engineering & Technology

Following the latest round of Athena SWAN applications, the School of Engineering & Technology have been successful in securing a bronze award for their commitment to the promotion of gender equality in HE. Susan Murray, Programme Leader and Athena SWAN champion for the school said:

'The Athena SWAN Bronze award demonstrates the collective commitment of the School of Engineering and Technology to gender equality and the advancement of all staff and students, irrespective of their backgrounds or gender. Supported by the University we are at the start of our journey and have identified areas for further attention, which include: attracting more female staff and student applicants; reaching out to a wider range of applicants for staff positions and supporting female staff in seeking higher managerial and research roles.'

Further information on Athena SWAN can be found on our [Equality web pages](#)

External Roles Series, 18 October 2016

As part of our ongoing initiatives for Athena SWAN, the Equality Office hosted the third in our series of 'External Roles' talks, where attendees were warmly welcomed by Dr Susan Grey and invited to listen to four colleagues who gave excellent presentations on their respective personal experiences of managing external roles in addition to their University roles:

Dr Grace Lees-Maffei, 'Beyond the Institution: Building an International Research Profile'

Professor Brian Littlechild, 'Engaging with national and international agencies, committees and associations to increase our profile and opportunities for research, publications and impact'

Jane Turner, 'Science Education in Primary Schools: UH working with the policy makers and leading stakeholders'

Marina Buswell, 'Taking opportunities, my role on the advisory board of a local start up'

The event received great feedback with some staff commenting:

'It has inspired me to become a reviewer and to explore my options more widely in terms of external roles' and 'It gave a very interesting insight into the lives of fellow professionals despite very different career trajectories, I learned something important from each speaker'

You can find copies of the speakers' slides together with a summary of the Q&As and discussions that followed on our [StaffNet Pages](#)

Athena SWAN Officer



We would like to welcome Dr Sarah Goler Solecki, the new Athena SWAN Officer, who is excited to join the Equality and Diversity team in working towards the very important issue of gender equality in Higher Education. In her previous work, Sarah attained a joint Erasmus Mundus PhD in Politics and International Studies from the University of Warwick and LUISS Guido Carli. She also taught part-time at Coventry University and the Foundation for International Education.

Originally from Colorado, Sarah has spent the last 12 years studying and working in various European countries from the Czech Republic, Poland and Germany to Italy, Switzerland and the UK.

What We've Been Doing



Black History Month October 2016

The Equality Office, Business School and Food Hertfordshire came together to celebrate the contributions, influences and experiences of African and Caribbean people for Black History Month. There was a screening of the enthralling and uplifting film 'Race', the incredible true story of gold medal champion Jesse Owens. Food Hertfordshire offered the opportunity to sample traditional African and Caribbean cuisines, with menus based on the birth places of some of the most inspirational people. The Black Minority Ethnic (BME) staff network group held their very first lunch meeting which joined together both academic and professional staff to discuss issues relevant to them. We also ran a campaign called 'Did You Know?' which celebrated the success stories and achievements of African, Asian and Caribbean people. [View the campaign here.](#)

The University of Hertfordshire is committed to celebrating the diversity of its staff and students and is one of only 9 institutions to have been awarded the Bronze award for the [Race Equality Charter mark \(RECM\)](#). The Race Equality Charter aims to inspire a strategic approach to making cultural and systemic changes that will make a real difference to minority ethnic staff and students. By engaging with this process, we are showing our commitment to improving the representation, progression and success of minority ethnic staff and students.



Carers Week, June 2016

The Equality Office hosted two workshops for those staff who have children with additional needs.

[Families in Focus](#), an organisation with over 20 years of experience, held a full day workshop called: 'Complete Guide to parenting children with additional needs and handling anger in your family'.

The [Challenging Behaviour Foundation](#), a charity for people with severe learning disabilities, screened a short film 'Everybody Matters', which was followed by a talk and Q&A session with a champion of the charity.

The sessions received great feedback with staff stating:
'Great session and very glad of the opportunity'
'Best seminar I have attended on this subject'.

The University of Hertfordshire supports those members of staff at the University who have a caring role. There is a wealth of information on our [Staffnet](#) pages

Herts Pride September 2016

The Equality Office held a stall at [Herts Pride](#), an annual event that took place in Gadebridge

Park, Hemel Hempstead. We showcased our commitment to equality and the LGBT community. People were able to collect a goodie pack of Equality Office merchandise and had access to a wealth of information on the services we provide to our staff and students.



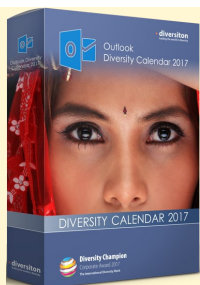
Equality & Diversity Annual Report



We are currently working on our 2016 Annual Report which details the University of Hertfordshire's equality and diversity information and any specific measurable objectives which we think will help us to meet the aims of the Public Sector Equality Duty.

The Public Sector Equality Duty requires universities and other public authorities to: eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Equality Act 2010; advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it, and foster good relations between people who share a relevant protected characteristic and those who do not share it.

[For more information and to read our 2015 Annual Report](#)



Diversity Calendar 2016/17

This academic year we have launched a new outlook diversity calendar which allows all staff to keep track of key cultural dates to include religious days, festivals, holidays, important diversity dates and any events or celebrations the Equality Office is hosting throughout the year. This ensures staff don't miss any important celebrations or plan events when some staff or students may not be able to fully participate.

To have access to this calendar, please contact Jo Prescott j.prescott1@herts.ac.uk

What We're Working On



Disability Awareness

We are working on a project with Human Resources, Health, Safety and Workplace Wellbeing and Student Wellbeing to discuss the new '[Disability Confident](#)' scheme administered by the Department for Work and Pensions. This new scheme, which replaces the 'Two Ticks-Positive about disability', seeks to address challenging attitudes towards disability, increase understanding of disability and remove barriers to disabled people and those with long term health conditions in employment to ensure that disabled people have opportunities to fulfil their potential and realise their aspirations.

Rather than migrate from the previous scheme to the new one, we want to make sure that regardless of a 'kite mark', the University does all of the above and more. As such, we facilitated a successful focus group on the 2nd November where staff were able to share their experiences in relation to disability and how they would like UH to be an employer of choice for disabled candidates and existing employees. We received great feedback from participants, and there was a particular interest for there to be a network group focusing on disability. All of the feedback will be taken forward by the Equality Office, Human Resources, Health, Safety and Workplace Wellbeing and Student Wellbeing.

Equality Impact Assessments



The Equality Office will be carrying out Equality Impact Assessments (EIA's) across the university. An EIA is a tool which ensures the university policies, practices and decisions are fair, meet

the needs of all our staff and students and do not inadvertently discriminate against any protected group.

Anti Bullying Week, 14-18 November



We will be supporting the Anti-bullying alliance 'Power for Good' campaign by communicating messages across the university promoting our zero tolerance policy towards bullying.

More information on our [StaffNet](#) pages

World AIDs Day, December 2016



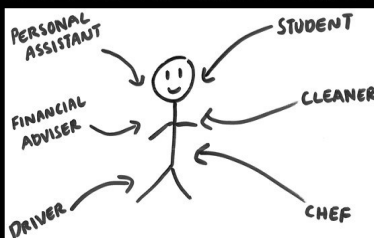
[Herts Aid](#) are working with the Freddie Mercury Foundation to raise awareness of AIDS in the student forum on 1 December. Show your support by donating a £1 for a red ribbon or a Freddie moustache or enter the Freddie & Queen memorabilia raffle.

Upcoming events

We will be planning events for International Day of People with a Disability in December and LGBT History Month in February.

If you would like to be involved in the planning or have any ideas then please contact the Equality Office.

Do I Look Like I Care?



- Are you aged **14-25** and care, **unpaid**, for a friend or family member who could not cope without your support?
- Young Adult Carers have lots of extra responsibilities because they live with someone who is living with a physical or mental illness, disability or addiction.

If this describes you, please contact Jo Prescott in the Equality Office for an informal chat on how you would like to see the university supporting young adult carers.

j.prescott1@herts.ac.uk or 01707 289362

Young Adult Carers

With the start of the academic year, we are keen to reach out to those students who may have caring responsibilities. We will re-run our campaign on the TV screens across campus to encourage young adult carers to come forward with the aim of holding a focus group to find out how they would like to see the university help them.

Training Opportunities

Cultural Awareness

8 Nov 2016, 09:30-12:30, Governor's Suite College Lane
26 Jan 2017, 13:30-16:30, Governor's Suite College Lane
9 Mar 2017, 09:30-12:30, Governor's Suite College Lane
16 May 2017, 13:30-16:30, W042, Law Court Building, de Havilland
Booking is via your HR Core Portal.



The course aims to increase participants' awareness of the ways in which cultural difference can create barriers to effective communication and identify working practices which facilitate greater understanding of different cultures. Participants learn practical ways of reducing the chances of being misunderstood, or misreading signals from others and develop a greater understanding of cultural practice. By the end of the course participants will be able to use appropriate language to describe race and culture; apply the University of Hertfordshire's expectations with regard to working with diverse employees and students; recognise how cultural beliefs may affect relationships at work and employ strategies to facilitate cross cultural communication.

Unconscious Bias Workshops



2 Dec 2016, 09:30-11:00 or 11:30-13:00, R110
25 Jan 2017, 13:30-15:00 or 15:30-17:00, LC108
6 Feb 2017, 09:30-11:00 or 11:30-13:00, R115
14 Mar 2017, 09:30-11:00 or 11:30-13:00, R110
26 Apr 2017, 13:00-14:30 or 15:00-16:30, C402
18 May 2017, 13:00-14:30 or 15:00-16:30, W125
12 Jun 2017, 13:00-14:30 or 15:00-16:30, E351

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 can be booked through your HR Core Portal.

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.

27 Oct 2016	22 Mar 2017
10 Nov 2016	11 Apr 2017
20 Dec 2016	17 May 2017
10 Jan 2017	12 June 2017
15 Feb 2017	11 Jul 2017

All workshops take place in Evolution Room 2, MacLaurin
Booking is via your HR Core Portal.

Dignity and Respect: Dealing with Bullying and Harassment



This Interactive Workshop aims to raise awareness of workplace bullying and harassment and the University's policy to deal with it. It also explores the complexities of identifying and dealing with incidents when they arise.

23 Nov 2016, Evolution Room 2, MacLaurin

Additional dates will be forthcoming and can be booked through the HR Core Portal.

Dignity and Respect Advisors

For those people who have been successful in their application to become a Dignity and Respect Advisor, training will take place on:

8 December in Evolution Room 2 MacLaurin.

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.

Book your place for both courses through your HR Core Portal.

Staff Networks



Dignity and Respect Advisor Network

The Equality Office has appointed a team of Dignity and Respect Advisors, who will act as possible first points of contact to staff and students to facilitate discussions about real or perceived bullying and harassment within the University.

All advisors will have been trained in Equality & Diversity Essentials, Bullying & Harassment Awareness and Unconscious Bias Awareness. They will be able to support staff and students to get information, advice and guidance in order to make informed choices to deal with bullying and harassment appropriately and as quickly as possible. The Dignity and Respect Advisor Network will be accessible to staff and students from January 2017. For more information, please contact Sarah Bowes-Phipps s.e.bowes@herts.ac.uk

The Equality Office has the following staff networks:

- LGBT
- Carers
- BME
- Working Parents
- Women in STEMM

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.

More information on our [Staffnet](#) Pages

Launch of the BME Network – 26 October 2016,



The Black Minority Ethnic (BME) staff network group had their very first meeting to coincide with celebrations of Black History Month. Academic and professional staff were invited to a lunch where they discussed what they thought the role and function of the BME Staff Network should be; heard an update on the equality objectives from the Head of Equality and Diversity and were able to connect with other colleagues from across the University. For further information on the BME network, please contact Lizana Latif l.z.latif@herts.ac.uk

Who We Are

Min Rodriguez; Head of Equality, Diversity and Inclusion		m.rodriguez@herts.ac.uk 01707 284982	Legal and policy advice; training opportunities; the Race Equality Charter Mark.
Sarah Bowes-Phipps Equality Officer		s.e.bowes-hipps@herts.ac.uk 01707 289362	Coordination of Dignity and Respect Advisers network and UH Coach.
Joanne Prescott; Equality Officer		j.prescott1@herts.ac.uk 01707 289362	Network activities and memberships; equality and diversity events.
Sarah Goler Solecki; Athena SWAN Officer		s.goler-solecki@herts.ac.uk 01707 284817	Gender equality and Athena SWAN.

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