

Equality Office

Celebrating Diversity, Advancing Equality, Promoting Inclusion

Issue 7, October 2017

News

Who We Are

Welcome to the Equality Office update! Our ongoing work includes: working on a range of projects; supporting staff and students through training and one-to-one consultations; 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. Enjoy!

Athena SWAN



The Equality Challenge Unit (ECU) allocates Athena SWAN awards to Universities and academic Schools who show evidence of commitment to the advancement of gender equality in HE. We are very pleased to announce that the School of Education and the School of Humanities successfully achieved a Bronze award. The University is gearing up to renew its Bronze award in April 2018 and the Equality Office is currently supporting 4 academic Schools to submit their applications for Bronze (Creative Arts, Business, Computer Science and Physics, Astronomy and Mathematics) and Silver (Health and Social Work) awards in the same round. The results will be known in November 2018.



Race Equality Project Officer, Evans Bhoobho

We would like to welcome Evans Bhoobho, the new Race Equality Project Officer, who is excited to join the Equality Team. Evans is working on the BME Student Success Project, collaborating with five other HE institutes and ten schools within the University to improve the

attainment of BME students. He is also involved in other BME attainment activities including preparing for the next submission of the Race Equality Charter Mark, supporting staff development in relation to race equality and mentoring, and supporting BME student Advocates.

Evans has worked in various administration roles within the University for a number of years and has a passion for promoting race equality and good relations with people of different backgrounds. He is currently studying an MBA programme at the University and has a degree in Business Management.

Diversity Calendar

We are delighted to share the 2017/18 Outlook Cultural Calendar. The University values the diversity of all our staff and students and it is important that we are all aware of the different cultural and religious events that take place throughout the year. This calendar will allow you 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.

If you would like a copy of the calendar, please contact Jo Prescott j.prescott@herts.ac.uk We also have a PDF version of the cultural calendar which can be viewed on [StaffNet](#) or on the [Equality webpages](#)



BME Attainment Gap Project

The BME Attainment Project is a Hefce funded collaborative project between the University of Hertfordshire, Kingston University and 4 other Higher Education Institutions. The project uses a value added metric (to statistically compare the expected attainment and actual attainment for white and Black and Minority Ethnic students) and an inclusive curriculum framework to address the Black and Minority Ethnic (BME) attainment gap.

At the University, 162 programme leaders and staff have attended 12 inclusive curricular workshops where they reviewed their current practices and considered Value Added (VA) targets. Programme Leaders were then interviewed by Dr Helen Barefoot, Judy St John and Amanda Yip (Project Leaders) to identify action plans and possible challenges. Later in the year, the Project Leaders will interview Programme Leaders again to monitor how the changes are being implemented.

Also, 5 BME Student Advocates will be recruited to work in 10 schools within the University to support and inspire other BME students. As well as being role models for other students, BME Student Advocates will help the University to further understand the experiences of students from different ethnic backgrounds and will help staff to improve inclusive practices.

What We've Been Doing

Working Parents Network

The Working Parents' Network has hosted a number of events, including:

Family Matters, 16 May 2017

A friendly meeting to discuss issues surrounding 'family', in honour of the annual International Day of Families. Topics discussed included how individuals define 'family' and what it means to them, and also ideas for family activities.

Mindfulness Session, 14 September 2017

Being a parent or carer is life changing and at times stressful, even in the most favourable of circumstances. In the rush to accomplish necessary tasks, individuals may find themselves losing their connection with the present moment. The Working Parents' Network convened for a relaxing lunchtime mindfulness session facilitated by Professor Helen Payne, founder of the BodyMind Approach™ and Pathways2Wellbeing.

Summer Step Competition, Summer 2017

From June through September, parents from across the University took part in a summer step competition. The aim was to motivate participants to compete with themselves and to figure out how to integrate more physical activity into their busy lives. Walks were organised and prizes were awarded each month.



International Day Against Homophobia, Transphobia and Biphobia, May 2017

An annual event that aims to raise awareness of Lesbian, Gay, Bisexual and Transgender (LGBT) rights.



The Equality Office worked together with the Hertfordshire Partnership University NHS Foundation Trust to hold a one day seminar dubbed 'The Voice of Parents'. There were a number of speakers at the event, including Amanda De Courcy, founder of Synestra's Community Interest Company and mother to a transgender girl who sadly took her own life.

Freshers Fair October 2017



We had a very enjoyable day meeting and welcoming all the new students at the Freshers' Fair. It was a great opportunity to engage the students in the services we can offer them, the type of work we carry out and the great programme of our up-coming events. Everyone grabbed a goodie pack of Equality Office merchandise.

Carers Week, June 2017

An annual campaign that raises awareness of caring, the challenges that carers face and recognises the contribution they make.

This year we screened the film 'Amour' which follows the story of retired music teachers Georges and Anne, who face their greatest challenge when Anne suffers a debilitating stroke. There was not a dry eye in the audience as we watched this moving film.

We also offered preferential rates to those staff who are carers to have a bespoke massage geared to relieve individuals of everyday stresses whilst boosting their energy levels. We received lots of positive feedback from staff who took advantage of this offer.



Gypsy, Roma, Traveller Month, June 2017

We were delighted to welcome Richard O'Neill the Story Teller to the University. Richard gave an entertaining and informative talk about his personal experiences of Gypsy life, challenging some of the common myths and language used when discussing Gypsies. One participant said, "It helped me challenge some of my own prejudices and understand better the background of Gypsy people".

What We're Working On

Black History Month, October 2017

Join us to celebrate Black History Month with an exciting programme of films, inspirational speakers, dance lessons and great food.

4 October 2017, 16:30, E350, College Lane No01, de Havilland

Sharing the Journey, a documentary about the black nurses who saved the NHS, followed by key speakers.

9 October 2017, 17:30, No01, de Havilland

Screening of the incredible true story 'Hidden Figures'.

10 October 2017, 15:00, Hutton Hall, College Lane

Free dance taster sessions in Salsa, Bachata and Merengue.

25 October 2017, 16:30, No02, de Havilland

Join Peter D'Sena for a talk about the role and relevance of Black History Month.

25 October 2017, 17:30, No02, de Havilland

Screening 'Dear White People', a social satire that follows the stories of four black students.

Food Hertfordshire are offering African and Caribbean cuisine every Friday throughout October [Menu](#)

'Did You Know?' [campaign](#) which celebrates the success stories and achievements of African, Asian and Caribbean people.

All events are being held at the university and are open to staff, students and Hertfordshire residents.

[For more information and to book](#)



Drumming Session

Music has many benefits, including making you happier, boosting the immune system and reducing stress and anxiety. The

Working Parents' Network are inviting parents and carers to come along to a fully interactive drumming session led by Maria Thomas from the School of Creative Arts. No prior musical experience required.

Wednesday 22 November, 12.00-13.00, Hutton Hall, College Lane

What About the Men? Mansplaining Masculinity by Dave Pickering

Dave Pickering takes us on a personal journey through gender as he tries to explain masculinity both to you and to himself. Part true storytelling, part TED talk and part apology, the show looks at how the patriarchy hurts men too.

Wednesday 15 November, 12.30-14.00, E350, College Lane

Free entry, booking is essential via [Eventbrite](#)



Menopause Awareness October 2017

Join us to raise awareness of World Menopause Day, a worldwide annual event which raises awareness of health issues women may face when approaching, during and beyond the menopause.

Mindfulness and the menopause

A relaxing session with Professor Helen Payne, founder of The BodyMind Approach™ and Pathways2Wellbeing. **Tuesday 17 October 2017, 12.00-13.30, The Key, College Lane**

Free entry and lunch will be provided. Booking is essential, please email: s.goler-solecki@herts.ac.uk.



World Menopause Day Seminar with Norma Goldman

Join the Menopause Network in the School of Health and Social Work and Norma Goldman, founder of The Menopause Exchange for a talk about the menopause and midlife and post-menopausal health.

Wednesday 18th October, 13.00-14.00pm, B400, College Lane

Email Laura Davidson-Dean (L.r.davidson-dean@herts.ac.uk) or Kim Goode (K.P.Goode@herts.ac.uk) to register your place

Key Dates

Anti Bullying Week, 13-17 November 2017

Did you know that bullying affects 1 in 4 people in the workplace and 19 million sick days are lost per year due to bullying?(Stonewall 2015 and The Guardian's Higher Education network survey 2014)

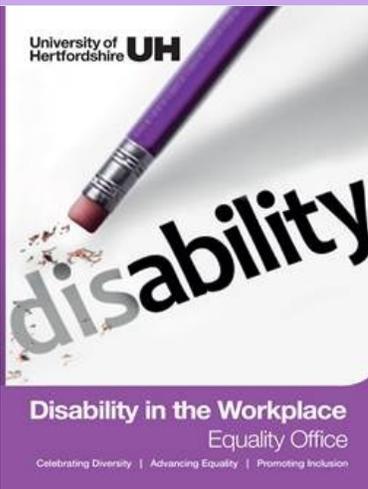
The [Equality Office](#) is proud to be supporting [Anti-Bullying Week](#) which happens every year in November and aims to raise awareness of bullying and harassment. This year the theme is 'All Different, All Equal' which celebrates what makes us and others unique and that we should be inclusive of everybody regardless of these differences.



At the University of Hertfordshire, we operate a zero tolerance policy towards any kind of harassment and/or bullying. It is unacceptable and considered to be a serious disciplinary offence. If you are a victim of harassment and/or bullying or if you witness it happening to someone else, we would like you to report it. Any reported incidents will be taken seriously and treated confidentially.

Where can you get help?

The Equality Office offers advice on [StaffNet](#), has a [leaflet](#) which provides key information and we also have a network of [Dignity and Respect Advisors](#) who can be approached as a first point of contact for staff or students who feel they are experiencing bullying and harassment at the university. You can also discuss your concerns with a colleague, line manager, [Human Resources](#), [the Equality Office](#), [Occupational Health and Workplace Wellbeing](#) or the [staff telephone helplines](#).



International Day of Persons with Disabilities, 3 December 2017

This annual event aims to promote an understanding of disability issues. The university is committed to recruiting and retaining people with a disability and to ensuring all staff are treated equally. We have a dedicated [webpage](#) for disability and a [leaflet](#) both of which highlight key information about disability in the workplace, giving an overview of the university processes and policies whilst signposting staff to those services that may be of assistance.

We also raise awareness of disability issues at the university by putting on [events and workshops](#). The recently formed Disability and Wellbeing Network (DAWN) meet every month, offering one another peer support whilst aiming to spread a positive message about disability. The group are currently planning a launch of their network taking place at the end of November, details will be available on [Staffnet](#). If you would like to join DAWN, please contact Kristina Tamane-Laing k.tamane-laing@herts.ac.uk

Carers Rights Day, 24 November 2017

Carers Rights Day is an annual event which brings organisations across the UK together to help carers in their local community know their rights and find out how to get the help and support they are entitled to. For more information on your rights as a carer and how to get help, [click here](#).



The university has a dedicated [Carers webpage](#) on Staffnet which offers at a glance information on how the university can support staff with a caring role and there is a [Carers Network](#) group who meet every other month to offer peer support to one another. The Equality Office also hosts [events](#) for carers throughout the year and have in the past put on film screenings, a massage clinic, dementia workshops, lunch with Age UK and a workshop for those parents who care for children with additional needs. If you would like to join the Carers Network, please contact j.prescott@herts.ac.uk

Interfaith Week, 12-19 November 2017

An annual event which showcases the year-round work of many people across the UK to build good relationships and working partnerships between people of different faiths and beliefs.

At the University, the Chaplaincy have a purpose-built multi-faith centre on College Lane, they arrange events throughout the year, have regular times of worship or mediation and can also signpost you to local faith communities in the area. For more information go.herts.ac.uk/thekey

Training Opportunities

Cultural Awareness



The student and staff population at the University of Hertfordshire is made up of many ethnicities, cultures, languages and religions. Interacting across cultures with diverse individuals can be enlightening and educational, yet also challenging. This workshop encourages participants to consider and recognise their own ethnocentric attitudes and behaviours while increasing awareness of ways in which cultural difference can create barriers to effective communication, and considering workplace practices which facilitate greater understanding of different cultures. Participants will explore their own orientations to the issues through discussions and experiential activities. This is a very interactive workshop, so come prepared to listen to others and share your own ideas.

All workshops take place in Evolution Room 2, MacLaurin. Booking is via your [HR Core Portal](#)

6 November 2017, 09:30-12:30

27 February 2018, 09:30-12:30

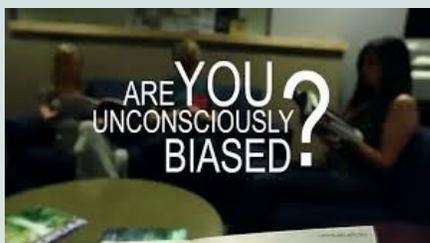
30 November 2017, 13:30-16:30

16 May 2018, 13:30-16:30

25 January 2018, 13:30-16:30

20 June 2018, 09:30-12:30

Unconscious Bias Workshops



17 October 2017, 13:00-14:30, 1C100

15 February 2018, 13:00-14:30, F322

27 June 2018, 13:00-14:30, 1A161

The 90 min workshop is open to all staff and can be booked through your [HR Core Portal](#).

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

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.

19 Oct 2017

20 Nov 2017

13 Nov 2017

5 Dec 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.

11 October 2017, 13:30-16:30

20 November, 09:30-12:30

5 December, 13:30-16:30

All workshops take place in Evolution Room 2, MacLaurin. Booking is via your [HR Core Portal](#).

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.

Staff Networks

Staff Networks provide an informal and safe space where staff can be themselves and discuss issues/challenges of specific interest that have an effect on them at work. They provide an opportunity for staff to share: ideas and knowledge; advice and experiences; good working practice and peer support with one another. Networks can also act as a platform for groups to have a voice within the university, increasing awareness of 'what it's like to be in my shoes'. **More Information on [Staffnet](#)**

Disability and Wellbeing Network (DAWN)



DAWN is open to staff with a disability or those staff interested in disability. The network offers peer support and advice around living/working with a disability. Contact [Kristina Tamane Laing](#)

BME Network



The Black and Minority Ethnic Network is open to all staff who identify as being BME or who have an interest in race

and want to discuss issues of specific interest that have an effect on them at work.

Contact [Nathan Ghann](#)

Working Parents' Network



The Working Parents' Network provides an opportunity for staff/students who are parents to meet and discuss the challenges of maintaining a work-life balance whilst pursuing a career and raising children.

Contact [Sarah Goler-Solecki](#)

Carers' Network



The Carers' Network is a peer support group where staff/students can come along and discuss issues they face balancing work/studying with their caring responsibilities.

Contact [Jo Prescott](#)

LGBT Network



The Lesbian, Gay, Bisexual and Transgender Network gives staff the opportunity to socially meet up with other LGBT colleagues at the university in an LGBT exclusive environment.

Contact [Jo Prescott](#)

Who We Are

Min Rodriguez;
Head of Equality,
Diversity and
Inclusion



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

Evans Bhobho
Race Equality
Project Officer



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BME Success Project, Race Equality Charter Mark and supporting BME staff and students.

Joanne Prescott;
Equality Officer



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01707 289362

Network activities and memberships; equality and diversity events.

Sarah Goler Solecki;
Athena SWAN
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Gender equality and Athena SWAN.

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