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Welcome to our fifth issue of the Equality, Diversity and Inclusion Newsletter highlighting recent activity and achievements, as well as information on work in progress and future events. Please get in touch if you have ideas, feedback or news to share to help us promote a diverse and inclusive community of work and study at Oxford Brookes.

Contact Jane Butcher  
[jane.butcher@brookes.ac.uk](mailto:jane.butcher@brookes.ac.uk)



## CHARTER MARKS

### ATHENA SWAN NEWS



The Athena SWAN Steering Group, chaired by Professor Linda King, is overseeing the delivery of initiatives identified in the University Athena SWAN Action Plan to drive improvements in institutional good practice. It is also supporting faculties with their individual applications for an award.

[READ MORE ▶](#)

### RACE EQUALITY DEVELOPMENT AT OXFORD BROOKES

The Race Equality Steering Group, chaired by Professor Anne-Marie Kilday, is working with a broader Race Equality Action Group to ensure the foundation actions in our internal Race Equality Action plan are taken forward.

[READ MORE ▶](#)

### DISABILITY CONFIDENT EMPLOYER - ATTRACTING AND SUPPORTING DISABLED STAFF

The University is a Disability Confident employer which recognises the University's actions and commitments to recruit, retain and develop disabled staff.

[READ MORE ▶](#)

### STONEWALL WORKPLACE EQUALITY INDEX

As an active Stonewall Diversity Champion for several years, the University made its first self-assessment and submission to the Stonewall Workplace Equality Index 2018 in September 2017.

[READ MORE ▶](#)

## POLICY AND PRACTICE

### ACCESSIBILITY AT OXFORD BROOKES

The Estates Disability Issues Group has continued to promote accessibility improvements across all Brookes campus sites.

[READ MORE ▶](#)

### STAFF HARASSMENT ADVISERS

As part of our commitment to a working, learning and social environment free from harassment and bullying we have a Policy and Procedure on Harassment and Bullying.

[READ MORE ▶](#)

### DIVERSITY DATA - WHY IT'S IMPORTANT

Oxford Brookes takes an evidence-based approach to equality diversity and inclusion (EDI), so that we can target our interventions effectively and monitor their impact.

[READ MORE ▶](#)

## BROOKES DIVERSITY AND INCLUSION NETWORKS

We are proud to have a number of staff diversity networks at Oxford Brookes.

[READ MORE ▶](#)

### LGBT+ STAFF FORUM

For more information or to sign up to the Forum contact Sebastian Blake [sblake@brookes.ac.uk](mailto:sblake@brookes.ac.uk) or email [hr-lgbtplus@brookes.ac.uk](mailto:hr-lgbtplus@brookes.ac.uk)

[READ MORE ▶](#)

## BROOKES BME STAFF NETWORK

Contact Sobia Afridi or Beverly Sesay for more information or to join the network list:

[safриди@brookes.ac.uk](mailto:safриди@brookes.ac.uk)  
[bsesay@brookes.ac.uk](mailto:bsesay@brookes.ac.uk)

[READ MORE ▶](#)

## BROOKES STAFF DISABILITY NETWORK LAUNCHED

For more information or to join the mailing list contact Frances Jenkins [fjenkins@brookes.ac.uk](mailto:fjenkins@brookes.ac.uk)

[READ MORE ▶](#)

## ROUND-UP OF RECENT EVENTS

### BLACK HISTORY MONTH 2017

A wide ranging programme of events and activities for Black History Month 2017 was put together by a university-wide working group led by Professor Anne-Marie Kilday.

[READ MORE ▶](#)

## AND FOR A WIDER PERSPECTIVE... EVENTS, GROUPS, RESEARCH AND PUBLICATIONS

[READ MORE ▶](#)

## UPCOMING EVENTS AND CALENDAR

EDI events at Brookes, University of Oxford and in the wider community are listed on the [EDI Calendar](#). Key religious festivals and faith dates are included in the main [Brookes calendar](#).

[READ MORE ▶](#)

## Athena SWAN News



The Athena SWAN Steering Group, chaired by Professor Linda King, is overseeing the delivery of initiatives identified in the University [Athena SWAN Action Plan](#) to drive improvements in institutional good practice. It is also supporting faculties with their individual applications for an award.

The steering group has been reviewing data for indications of any change since 2015. There has been some progress such as an improvement in the proportion of female professors (42% - 48%) and a proportion of staff working part-time at Reader/Principal Lecturer level rising from 9.5% of staff in those grades to 15.3%. These improvements are positive to see, however there are still areas of underrepresentation which need further work. Benchmarking work has been done to draw in good practice from other universities and work continues on internal initiatives, including providing staff with additional routes to find out about promotion opportunities and how they operate.

A [Promotion Roadshow](#) will be running on Wednesday 29 November, 1-3pm in JHB 302. This is open to any academic staff who are considering applying for promotion to PLSE. Details are being circulated in Onstream and via faculties.

We will be looking to run some sessions later in the year with staff who are due to take, or have recently returned from maternity leave and will communicate this shortly.

### Across the Faculties

The Self Assessment Team in the Faculty of Health and Life Sciences (HLS) is working to measure progress and consult with staff in preparation for their submission for renewal of their Silver Award in April 2018. An HLS Faculty Athena SWAN survey is currently live.

The Faculty of Technology Design and Environment (TDE) Self-Assessment Team, led by Dr Larry Lynch is focussed on delivering the action plan under its successful Bronze award. It will be incorporating Arts, alongside STEM, in future activities and initiatives.

Oxford Brookes Business School and Faculty of Humanities and Social Sciences are establishing self assessment teams, following the extension of Athena SWAN to include Arts, Humanities, Social Sciences, Business and Law.

## Race Equality Development at Oxford Brookes

The Race Equality Steering Group, chaired by Professor Anne-Marie Kilday, is working with a broader Race Equality Action Group to ensure the foundation actions in our internal [Race Equality Action plan](#) are taken forward.

Key actions within the first year are to ensure deeper analysis of staff and student data across the employment and study lifecycle, addressing gaps in data for BME students, strengthening networks and communication on race equality, with a particular focus on addressing the BME Student Attainment gap.

Projects linked to [Black History Month](#) have created valuable resources and significant stimulus for our conversation on race equality, inclusion and belonging for BME staff and students.

See [Black History Month](#) section and [the Poetry Centre](#) - Photography and Poetry Project and “[Our Take on it](#)” video.

On 18 October Brookes hosted a meeting of the national [Higher Education Race Action Group](#) (HERAG) with around 40 attendees - race equality practitioners, academics and professional services staff from HEIs across the country along with colleagues from the Brookes Race Equality Action Group. Discussion covered how HERAG might influence consideration of the BME student attainment gap within future TEF metrics, strategies for diversifying the BME Professorial pipeline through recognition of alternative routes to professorship, and an insight into a personal research journey from [Dr Anjali Shah](#), Epidemiologist in Nuffield Department of Orthopaedics at University of Oxford.

The day provided a great opportunity for Brookes colleagues to deepen connections with the HERAG network and engage with key race equality issues facing the sector.

## Disability Confident

The University is a [Disability Confident](#) employer which recognises the University’s actions and commitments to recruit, retain and develop disabled staff. (Disability Confident replaces the Two Ticks Scheme.)



Over recent months a Disability Confident Working Group

has reviewed our existing practice in attracting, recruiting and retaining disabled staff to ensure a satisfactory self-assessment against the [Disability Confident Scheme criteria](#). Brookes has initiated plans to enhance our recruitment activity by using different media to reach out to disabled applicants. Improvements have already been made to the information available to support disabled people in the application process. In addition to the core actions under the scheme, we have committed to promote the availability of our Occupational Health Service to support retention.

For more information contact Jane Butcher [jane.butcher@brookes.ac.uk](mailto:jane.butcher@brookes.ac.uk). Further information on progress will be presented in the next newsletter.



[Stonewall Workplace Equality Index](#)

As an active [Stonewall Diversity Champion](#)

for several years, the University made its first self-assessment and submission to the [Stonewall Workplace Equality Index 2018](#) in September 2017. The exercise enabled us to examine policy and practice and gather evidence of our actions to specifically promote LGBT+ equality across the institution. This was helpful to pull together examples of good practice, and enable gaps in evidence to be identified. Feedback from Stonewall is expected in February 2018, which will assist the HR EDI team in identifying areas where further improvement could be made.

## Accessibility at Oxford Brookes

The Estates Disability Issues Group has continued to promote accessibility improvements across all Brookes campus sites. The group includes representatives from across the University. A central live log of access issues has been created to help in identifying priorities and enable the group to advise and track requests for action. This is shared with members of the Site Users Groups for each campus.

Changes have been made to highlight steps on the **campus site maps** to improve the way accessible routes are shown.

Updates on works are included on the **Space to Think** pages where you can sign up for regular bulletins. The Estates Disability Issues Group is keen to ensure that any issues arising from new developments and refurbishments are proactively flagged up to Estates and Facilities Management. If you have concerns or suggestions about accessibility of our estate and facilities, please contact Gordon Langford [gordon.langford@brookes.ac.uk](mailto:gordon.langford@brookes.ac.uk)

Disabled students seeking individual advice should contact the **Disability Service** in Wellbeing.

Disabled staff seeking individual advice can contact their line manager, HR Link Adviser or the EDI Team in HR via Jane Butcher [jane.butcher@brookes.ac.uk](mailto:jane.butcher@brookes.ac.uk)



## Staff Harassment Advisers

As part of our commitment to a working, learning and social environment free from harassment and bullying we have a **Policy and Procedure on Harassment and Bullying**.

We are in the process of refreshing our network of trained Staff Harassment Advisers who act as a first point of contact for staff who are concerned about bullying and harassment. Their role is to provide a confidential and supportive listening service to staff who feel they are experiencing harassment or to those who have been accused of harassing behaviour and provide information on the options available. In recognition of our zero-tolerance approach to harassment, bullying and victimisation, **Staff Harassment Advisers** can also assist staff who are worried that they may have witnessed harassment to encourage appropriate reporting.

Staff Harassment Advisers work on a cross-University basis so it's not necessary to contact someone from your faculty or directorate.

For more information contact Elaine Dagnall [edagnall@brookes.ac.uk](mailto:edagnall@brookes.ac.uk)

## Diversity data - Why it's important

Oxford Brookes takes an evidence-based approach to equality diversity and inclusion (EDI), so that we can target our interventions effectively and monitor their impact. The equality charter marks adopt a similar approach.

Many staff provide information about their diversity characteristics when they join. Staff can also add or amend their data through the CoreHR staff portal. However, some aspects of diversity have lower levels of declaration, including disability, sexual orientation, and religion or belief.

The EDI Team in Human Resources are currently working on the EDI Annual Report for 2017 and the development of a new EDI Strategy and Action Plan to run from 2018 to 2021.

**To help us design and review our EDI work more effectively, we encourage all staff to update their diversity data on the Core HR portal.** Data is held securely and confidentially in accordance with the Data Protection Act, and any reporting for statistical purposes is anonymous.

To update your data at any time, go to the Staff Home Page, click Staff HR portal and log in. Then go to **Improve** at the top right of the title bar on your profile and add your data.

This link takes you to a **video of the portal** and how to update. Skip to 9 minutes and 15 seconds to see the part on Diversity.

The following link takes you to a **series of manuals**, please view Manual 1.

## Brookes Diversity and Inclusion Networks



We are proud to have a number of staff diversity networks at Oxford Brookes. These groups are self-organised and volunteer-led. They are based on shared identity, interest or experience. The groups connect and support staff by organising social events and activities, promoting personal and professional development, as well as providing peer support.

The **Staff Diversity Networks** also play a valuable role in assisting the University to hear the views and voices of colleagues with specific protected characteristics, contributing suggestions and providing informed feedback to the University on proposed or potential new developments.

The HR EDI team recently met with the network leads to discuss how we can work together and best balance the social and consultative aspect of the networks. The value for the network leads was recognised and it was felt to be beneficial to hold regular joint meetings to share ideas, foster collaborative working and help support intersecting identities and equality issues.

## LGBT+ Staff Forum



For more information or to sign up to the Forum contact Sebastian Blake  
[sblake@brookes.ac.uk](mailto:sblake@brookes.ac.uk) or  
[hr-lgbtplus@brookes.ac.uk](mailto:hr-lgbtplus@brookes.ac.uk)

The LGBT+ Forum has been active in social activities, awareness-raising and playing a central role in contributing to the Stonewall

Workplace Equality Index self-assessment. Activities include:

- Marking Bisexuality Awareness Day on 23 September
- Promoting National Coming Out Day on 11 October
- Organising a Role Models Workshop coming up on 4 December
- Preparations for LGBT History Month 2018 - with the theme of Geography: Mapping the World

The next joint meeting of LGBT+ Staff and Student Forums will be on Monday 27 November.

## Brookes BME Staff Network

Contact: Sobia Afridi or Beverly Sesay for more information or to join the network list  
[safridi@brookes.ac.uk](mailto:sufridi@brookes.ac.uk) or  
[bsesay@brookes.ac.uk](mailto:bsesay@brookes.ac.uk)

The BME Staff Network is focused on improving the experience and enhancing progression for black and minority ethnic (BME) staff at Brookes, supporting members in their working lives and promoting awareness of issues relating to the experience of BME Staff.

The network played a central role in developing and supporting activities for Black History Month; and is also part of the University Race Equality Action Group, contributing to reviewing, refining and supporting the delivery of our Race Equality Action Plan.

The next meeting of the BME Staff Network to include planning social activity and discuss future projects will be held on **Tuesday 5 December from 12 noon to 13.00 in JHB at Headington Campus.**

## Brookes Staff Disability Network launched

For more information or to join the mailing list contact: Frances Jenkins [fjenkins@brookes.ac.uk](mailto:fjenkins@brookes.ac.uk)

The new Brookes Staff Disability Network was formed over the summer. An exploratory meeting in June highlighted positive interest in:

- Positive peer support
- Awareness-raising
- Safe space for sharing information and good practice
- Social events
- Input to policy and practice to enhance consistent approaches across Brookes

Inclusivity is a key feature of the new network and membership is open to all members of staff, not only those with a disability but also those who are carers for disabled people or who have an interest, professional or otherwise, in disability issues. The network aims to provide peer support and communication to improve the experience of disabled staff and assist in raising awareness of disability issues across the University. It will also organise social events for members to get together.

Frances Jenkins, Network Coordinator, says: “Working with our other diversity networks and the Equality Diversity and Inclusion team, I was keen to develop a space for disabled people and others to get together to share experiences, to look for solutions to the challenges we may encounter in the workplace, and to provide mutual support in our professional development.”

A lunch event on 7 November brought together 30 colleagues from across the University to share personal and professional experiences of disability and promote a safe space for increasing dialogue and understanding. This gave an opportunity to consider differing perspectives on disclosure, appropriate communications within teams, and routes to identify and meet individual support needs.

## Black History Month 2017

A wide ranging **programme of events and activities for Black History Month 2017** was put together by a university-wide working group led by **Professor Anne-Marie Kilday**. Contributions came from the BME Staff Network, Brookes Union and student societies, Documentary Club, Brookes Poetry Centre, EDI teams and staff across faculties and directorates, in collaboration with Brookes UNISON and engagement with local community organisations and activists.

To support communication and promotion Coffee Mornings were held early in October across all our campuses. A great exhibition and networking session with sound and video was coordinated at Swindon campus. Celebratory activity was also included in the Open Day at Harcourt along with library exhibitions highlighting key texts and authors.





**Our Black History Month Lecture - The Power of Diversity in Education** - featured Professor Udy Archibong, Professor of Diversity at the University of Bradford, and Zamzam Ibrahim, President of Salford Students Union and NUS Executive Council.

Diversity has been a long-standing topic within the education sector, however, it can often be seen as an add-on. Efforts to embed diversity in institutional structures have met with mixed results in satisfaction for both staff and students. The talks from two thought leaders and inspirational practitioners gave insights to change the mindset to both disrupt the status quo and bring diversity from the margins to mainstream business. Professor Archibong introduced a comprehensive model of the performance stages of the diversity management journey. This highlighted the steps from creating and harnessing diversity to leveraging and benefiting from the transformational power of diversity. She also emphasised the importance of “leading from every seat” and the value of bringing our luggage (rather than baggage) to work, by sharing the interconnections of our internal, external and organisational identities.

[Link to Lecture Capture](#)

On 9 October 2017, the BAME Staff Action Group held a roundtable - **‘Bigotry and Racism, from the global to the local’** - and launched the new UpStream newsletter.

This roundtable brought together academics, writers, journalists and activists to discuss how racial prejudice is impacting our communities and how the growing hostility to immigrants and widespread Islamophobia are disrupting community relations and personal lives. The panel (Shaista Aziz, Neha Shah and Sunny Singh) were in conversation with Dr Marius Turda and Dr Graham van Wyk about the challenges for political establishments, schools, universities and the media in tackling structural, institutional and community racism. Staff and students were able to engage directly with controversial issues, share experience and strategies for solidarity in action.



Professor Anne-Marie Kilday, Professor Udy Archibong, Zamzam Ibrahim and Diko Blackings

The **BME/BAME staff action group** is led by teaching and professional services staff and will be collaborating with Brookes students in a wide range of activities associated with **Diversifying the Curriculum**. The work of the group includes the new **Upstream Newsletter**, the first issue of which provided insight into how people at Brookes are responding to the call to diversify the curriculum. It includes pieces from History students, sharing their lived experiences as BME/BAME students, as well as contributions from lecturers actively engaged in responding to BME/BAME diversity in their teaching.

Contact Mariama Sheriff [msheriff@brookes.ac.uk](mailto:msheriff@brookes.ac.uk)

### Lunchtime Showcase

On 25 October 2017 - Professor Joe Tah, Dr Yue Ang with **Gladys Dintimille**, Beverly Sesay, Dr Helen de Cruz and Alice Wilby

Staff and students got together for a whistlestop tour of research and curriculum initiatives by BME academics and in support of BME inclusion and success. The inputs covered BAME women and entrepreneurship, addressing BME participation and attainment in the University, **conceptualising pride** in relation to shame and stigma, practical volunteer activism for **empowerment of BME women**, and the pathways to leading innovation in construction project management research.



Presentations from the event are available on the **EDI Black History Month webpage**

### Brookes Union Events

**Amma Asante MBE - The Power of Self-Definition**  
On 26 October BAFTA award winning writer/director Amma Asante was the guest of Brookes Union for a dynamic talk and insightful Q&A around her filmmaking and storytelling, personal journey and success strategies. Amma shared her experiences as an actress, playwright and film director for British, American and global film audiences and shone a light on the significance of diversity in film and her astonishing journey thus far.



With powerful clips from Amma's films and strong messages about overcoming self-doubt and imposter syndrome, as well as the importance of working incrementally towards your goals, the evening gave us rich food for thought and inspiration for self-belief and self-definition.

A variety of practical workshops and discussion sessions were held over the month, including an uplifting and inspiring workshop from UNISON and Brookes Union on Self Care and managing wellbeing with Bee Tajudeen; an energising Twerking mini-class with Kelechi Okafor; a workshop on African Pioneers with Natty Mark Samuels; Ideas Cafe with cake and debate in the Chaplaincy and Documentary Club film screening of Quest.



### UNISON Oxfordshire Black Members Group

On 20 October Brookes UNISON hosted a launch event for an Oxfordshire-wide self-organised UNISON Black members group. This group brings together colleagues from local authorities, health, education and other public sector employers. The event included talks from Brookes staff Junie James, Sobia Afridi, Russell Smith and Rosita Ellis.

Contact: Beverly Sesay [bsesay@brookes.ac.uk](mailto:bsesay@brookes.ac.uk)

More information on UNISON activity is available [here](#)

### Brookes Poetry Centre - Poetry and Photography Project

For Black History Month this year, Oxford Brookes Poetry Centre commissioned poets and photographers to produce new work inspired by interviews with students and staff of colour at Oxford Brookes. In these interviews, conducted by Kanja Sesay (EDI Adviser – Students), the participants discuss mental health, spirituality, family, and definitions of success.

By setting the creative responses alongside text from the interviews, the work prompts the Brookes community into thinking more deeply about the experiences of students and staff of colour here.

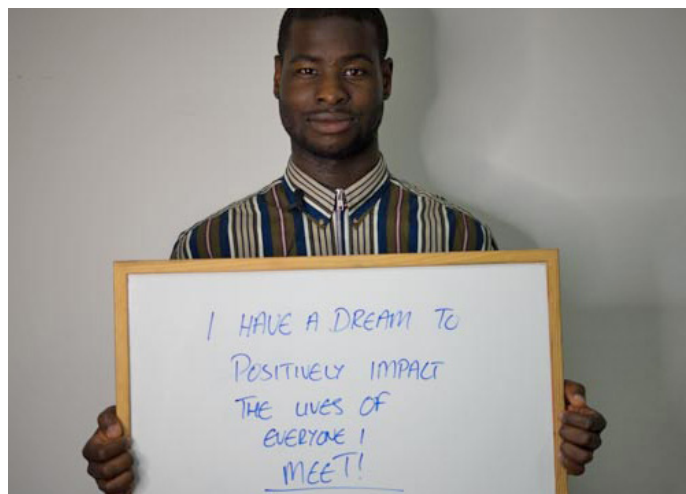
Excerpts from the interviews and the creative work were displayed around the University (at Headington, Harcourt Hill, and Wheatley) during October. On the

[Poetry Centre website](#), you can read and view the poems and photographs, and hear the artists read and reflect on their work.

Thanks go to Anne-Marie Kilday, Kanja Sesay, Philip Wheatcroft, Thomas Shepherd - and the interviewees and artists for contributing so generously to the project. Your thoughts and responses to the project are very welcome. Please send any feedback or comments to Niall Munro, Director, Oxford Brookes Poetry Centre. [niall.munro@brookes.ac.uk](mailto:niall.munro@brookes.ac.uk)

### Our Take on it

In this video Brookes Students respond to Martin Luther King Jr's "I have a dream" speech. [The video](#) has been produced by Kanja Sesay, Diko Blackings, Jason Wilkes with Brookes Union and the African Caribbean Society.



## And for a wider perspective... events, groups, research and publications

Here are some events and groups happening in the Oxford area that may be of interest to staff. We have also provided a pick of recent articles, publications and research on equality related topics.

### Diversity and inclusion talks and groups:

- **Perspectives on Inclusion Lecture Series** at Regents Park College, Pusey Street Oxford
- **TORCH - Humanities and Identities** Talks and Lectures
- UNISON Oxfordshire Black Members Group - Oxfordshire-wide self-organised UNISON Black members group. This group brings together colleagues from local authorities, health, education and other public sector employers. Contact: Beverly Sesay [bsesay@brookes.ac.uk](mailto:bsesay@brookes.ac.uk) More information on UNISON activity is available [here](#)

## Research

### Centre for Diversity Policy Research and Practice

#### **The Public Sector Equality Duty: Enforcing Equality Rights Through Second-Generation Regulation**

by Professor Simonetta Manfredi, Professor Lucy Vickers and Kate Clayton-Hathway reviews the effectiveness of the Public Sector Equality Duty (PSED), based on insights from debates within equality law and theories of regulation.

Access the full article [here](#)

#### **To hire or not to hire older people: intergenerational relations, quality of contact and hiring decisions**

Kate Clayton-Hathway's blog discusses age discrimination in the UK and around the world, despite an increasingly older workforce, and the provisions of equality legislation.

#### **Visual imagination, reflexivity and the power of poetry: inquiring into work-life balance**

Louise Grisoni's published article explores the use of visual imagination and reflexivity in the creation of poetry as a form of action inquiry.

## Mental Health at Work

**World Mental Health day** on 10 October promotes mental health education, awareness and advocacy against social stigma. This year's theme was mental health in the workplace.

Brookes **Mental Health at Work: staff resources and the latest research** were featured in a recent Onstream article, with links to new **Occupational Health** webpages. Dr Christian Ehrlich, Senior Lecturer within the Oxford Brookes Business School, has developed a model for assessing the work goals of individuals and the link to happiness and engagement, through **his research into mental health in the workplace**.

## TalkingSpacePLUS

NHS talking therapies for people in Oxfordshire is a new NHS service provided by Oxford Health NHS Foundation Trust and Oxfordshire Mind. The service is easy to access, offering a confidential service for adults aged 18 and over who are registered with an Oxfordshire GP. You can self refer by phone (01865 901222) or via the **TalkingSpacePLUS website** or you can be referred by a GP. The website has lots of useful resources and details about group sessions in the area.

**Promoting Positive Mental Health in the Workplace, Dealing with Stress in the Workplace, Managing Staff Experiencing Mental Ill Health** are a suite of Acas published guidance aimed at organisations being better able to support mental health.

**Thriving at Work: the Stevenson/Farmer review of mental health and employers**: an independent review on how employers can better support the mental health of employees, including those with mental health problems or poor well-being, was published in October.

## Social Mobility

**Young Muslims in the UK face an enormous social mobility challenge**. Research published by the Social Mobility Commission and involving Oxford Brookes University found that young Muslims in the UK face

an enormous **social mobility challenge** and are being held back from **reaching their full potential**.

A Social Mobility Research Group (SMRG) has been initiated by Farhana Ghaffar, the Brookes researcher involved in the research project. This will bring together academics, researchers and policy-makers across the University with an interest in social mobility. The SMRG consists of a series of lunchtime lectures and seminars and will provide a space for the debate and analysis of current issues affecting social mobility policy, practice and research.

Contact: Farhana Ghaffar [fgghaffar@brookes.ac.uk](mailto:fgghaffar@brookes.ac.uk)

A launch for the SMRG will be held at 12 noon on Thursday 23 November 2017. Catherine Dilnot from the School of Education will be presenting her **research findings** on the relationship between A-level subject choice and social background, and why might this relationship matter in a widening participation context. Lunch provided. For more information and to sign up, please [click here](#).

### Working in partnership: enabling social mobility in higher education

The final report of the Social Mobility Advisory Group published by Universities UK makes a series of recommendations for universities, schools, colleges and employers to improve social mobility in higher education in England. The report includes a **case study of Brookes Bridges**, part of the widening participation work at Oxford Brookes, as an example of best practice.

The full report is available on the [Universities UK website](#).

## Race Equality and BME Success

**What more can be done to improve outcomes for black British students.** In August 2017 Wonkhe **published analysis** evidencing the gap in university attainment between black students and their white, Asian and other ethnic minority peers. Despite a backdrop of improvement in the diversification of our universities, the national picture for outcomes for black British students remains inequitable.

## Brunel University - Student Success Project - Year 1 Report

The Student Success project is running for three years to close the Black attainment gap and improve attrition rates. Brunel's Year 1 report sees an improvement in terms of Black attainment of firsts and 2.1s, with the gap closing from 25% in 2014/15 to ~16% in 2016/17. More information is on the [Brunel website](#) and [twitter](#) or contact Robyn Fitzharris [robyn.fitzharris@brunel.ac.uk](mailto:robyn.fitzharris@brunel.ac.uk)

### Addressing Barriers to Student Success programme, HEFCE blog.

In **Addressing the not-so-secret attainment gap through strategic approaches**, Nona McDuff, Chair of HERAG, discusses the BME attainment gap and what the project and partners are doing about it. Nona is leading a project as part of the programme at Kingston University.

The **Lammy Review Final Report** of the independent review into the treatment of, and outcomes for Black, Asian and Minority Ethnic young people and adults in the criminal justice system, published in September 2017.

**Race Disparity Audit** results were published by the UK government, including the new **'Ethnicity facts and figures' website**. [NUS](#) and [ECU Race Equality patron](#) comment.

**The Colour of Power** website highlights over 1,000 of the UK's top political, judicial, cultural educational and security figures, as drawn together by Operation Black Vote working in partnership with the Guardian, Green Park and in consultation with academics. Less than 3% of Britain's most powerful and influential people are from black and minority ethnic groups, according to this broad new analysis that highlights inequality despite decades of legislation to address discrimination. Out of a list of over 1,000 only 36 (3.4%) were from ethnic minorities (BAME). Just seven (0.7%) were BAME women.

**Let's Talk About Race**, Sandra Kerr, Business in the Community Race Equality Director, has produced a **short guide** to getting the conversation started.

The Business in the Community (BITC) **Race at Work** report found that 63% of all people are not comfortable talking about race in the workplace, with

66% of employees from BAME backgrounds saying that they felt their colleagues were not comfortable with talking about race at work. In addition, 58% of white employees felt their colleagues were not comfortable with conversations about race at work.

### **The Higher Education Race Action Group (HERAG)**

is supported by the Equality Challenge Unit and made up of equality and diversity professionals, academics, students and other individuals interested in advancing race equality in higher education. HERAG holds regular meetings and conference/Think Tanks and shares information through a jiscmailist. The most recent HERAG meeting was held at Oxford Brookes. Kanja Sesay, EDI Adviser (Students), is a member of the HERAG Steering Group. On 14 December Kanja will be speaking on Reducing BAME Non-continuation Rates at the Westminster Briefing on **Narrowing the gap in HE outcomes**.

### **Equality in Higher Education: Statistics Reports 2017 on Staff and Students**

Produced by the Equality Challenge Unit and using data from the Higher Education Statistics Agency (HESA), **the reports** published in November provide a snapshot of the age, disability, ethnicity and gender of staff and students in higher education for the 2015/16 academic year, as well as on the interplay of these identities (for example, female black students or male disabled staff).

The reports are accessible [here](#). The upcoming **Brookes EDI Annual Report** for 2017 and new EDI Strategy for 2018-2021 will draw on sector data in reviewing Brookes profile and performance and setting new priorities.



## Upcoming Events

EDI events at Brookes, University of Oxford and in the wider community are listed on the [EDI Calendar](#).

Key religious festivals and faith dates are included in the main [Brookes Calendar](#).

Date	Focus	What	Where
20 November 2017 18.00 to 19.00	<b>Trans Day of Remembrance</b>	Commemoration for those killed in the past year due to anti-transgender hatred, violence or prejudice.	Garden Room, Multifaith Chaplaincy, Buckley Building, Headington Campus
22 November 2017 18.00 to 19.00	Multifaith Chaplaincy Lecture	<b>THE PROBLEM OF EVIL: seeking wisdom from the world's faith traditions</b>	John Henry Brookes Main Lecture Theatre, JHBB, Headington Campus
23 November 2017 12.30 to 14.00	Disability History Month	University of Oxford: <b>Work, time and stress: historical and contemporary perspectives</b>	Seminar Room, Radcliffe Humanities, Woodstock Road, Oxford, OX2 6GG
23 November 2017 12.00 to 13.30	Social Mobility Research Group Launch Event	<b>Launch Event</b> Catherine Dilnot from the School of Education - <b>research findings</b> on the relationship between A-level subject choice and social background. Why might this relationship matter in a widening participation context. Lunch provided.	Headington Hill Hall, Headington Campus
27 November 2017	LGBT+ Forum	Joint meeting for Staff and Student LGBT+ network liaison. Contact <a href="#">Sebastian Blake</a>	Headington Campus
28 November 2017 18.00 to 19.30	Disability History Month Lecture	<b>Blindness, Art and Disability Gain: exploring ways of seeing and not seeing in the art gallery</b> Dr Hannah Thompson is a Reader in French prose and critical disability studies specialist at Royal Holloway, University of London.	Chakrabarti Room (JHB 208), John Henry Brookes Building, Headington Campus
4 December 2017 16.30 to 18.00	Disability History Month	UNISON Event for Disability History Month: 'Disability Perspectives: The past, the now and the future'. Contact <a href="#">Manishta Sunnia</a>	JHB 207, John Henry Brookes Building, Headington Campus
5 December 2017 12.00 to 13.00	Diversity Networks	BME Staff Network Meeting Contact: <a href="#">Beverly Sesay</a>	JHB 205, Headington Campus
6 December 2017 12.00 to 13.00	Black History Month	<b>African Healer: celebrating traditional sub-Saharan mental health provision.</b> Interactive workshop on wellbeing and mental health based on the African and African Caribbean models. Contact <a href="#">Kanja Sesay</a>	TBC, Headington Campus
8 December 2017 18.30 to 20.30	Nabeel Hamdi Lecture - CENDEP and the Oxford Human Rights Festival	<b>Peter Tatchell: The international community has failed Syria</b>	John Henry Brookes Main Lecture Theatre, JHBB, Headington Campus
21 February 2018 18.00 to 19.00	LGBT History Month Lecture	<b>ASYLUM IN THE UK: LGBT+ experience of the asylum system</b> Antonia Bright, national spokesperson of the Movement for Justice (MFJ), will facilitate a conversation with MFJ LGBT+ refugees, including Aisha Shumazzi, about their experience of the asylum system.	John Henry Brookes Main Lecture Theatre, JHBB, Headington Campus
19-23 February 2018 18.00 to 19.00	One World Week at Oxford Brookes	Contact <a href="#">Sally Saca</a>	TBC
7 March 2018 18.00 to 19.00	Athena SWAN and International Women's Day Lecture	<b>Why Gender Diversity Matters in Corporate Britain</b> Tea Colaiani, Non-Executive Director of Mothercare, will discuss the most pressing issues facing women in business with Oxford Brookes Professor Simonetta Manfredi.	John Henry Brookes Main Lecture Theatre, JHBB, Headington Campus
12-18 March 2018	Oxford Human Rights Festival	Events and exhibition on the theme of <b>Identity</b> .	John Henry Brookes Building and Abercrombie Building, Headington Campus