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Welcome to our fourth issue of the Equality, Diversity and Inclusion Newsletter highlighting recent activity and achievements and providing 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 Faculty of Technology, Design and Environment (TDE) has achieved an Athena SWAN Bronze award.



[READ MORE ►](#)

### RACE EQUALITY DEVELOPMENT AT OXFORD BROOKES

The University has developed a Race Equality Strategy.

[READ MORE ►](#)

### DISABILITY CONFIDENT

Oxford Brookes has joined the new Disability Confident Scheme.

[READ MORE ►](#)

## POLICY AND PRACTICE

### ACCESSIBILITY AT OXFORD BROOKES

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

[READ MORE ►](#)

### HARASSMENT AND BULLYING POLICY

The University has adopted a single overarching policy on Harassment and Bullying.

[READ MORE ►](#)

## TRANSGENDER AND GENDER IDENTITY EQUALITY POLICY

Executive Board has approved a Transgender and Gender Identity Equality Policy, covering both staff and students.

[READ MORE ►](#)

## CENTRE FOR DIVERSITY POLICY RESEARCH AND PRACTICE

The Brookes Centre for Diversity Policy Research and Practice recently launched a research report on **Increasing the Diversity of Senior Leaders in Higher Education**.

[READ MORE ►](#)

## ROUND-UP OF RECENT EVENTS

### INTERNATIONAL WOMEN'S DAY 2017 AND ATHENA SWAN LECTURE

In celebration of International Women's Day and our Athena SWAN Lecture 2017 we were delighted to welcome **Karen Mattison MBE**.

On 16 March the **Centre for Diversity Policy Research and Practice** hosted an event for International Women's Day with **Melanie Richards**.

[READ MORE ►](#)

### LGBT HISTORY MONTH 2017

Oxford Brookes ran a wide programme of events to mark **LGBT History Month** in February.

[READ MORE ►](#)

## BROOKES DIVERSITY AND INCLUSION NETWORKS

The University has a number of **Staff Networks** to connect and support staff, based on shared identity or experience.

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

[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 ►](#)

## DEVELOPMENT OPPORTUNITIES

Oxford Brookes offers a range of targeted initiatives to boost career development and progression for specific groups of staff.

[READ MORE ►](#)

## UPCOMING EVENTS AND CALENDAR

EDI events at Brookes, University of Oxford and in the wider community are listed on the new **EDI Calendar**. Key religious festivals and faith dates are included in the main **Brookes calendar**.

[READ MORE ►](#)

## Athena SWAN News



The [Faculty of Technology, Design and Environment \(TDE\)](#) has achieved an [Athena SWAN](#) Bronze award in recognition of their commitment to advancing gender equality, representation and career progression in its STEM disciplines (Science, Technology, Engineering and Mathematics).

Responding to the announcement, Chair of the Faculty Athena SWAN Self-Assessment Team, Professor Sean Wellington said:

“This is fantastic news and a testament to the hard work of the team and colleagues from across the University.

“I would like to thank them all for their contribution to this successful outcome. We know we have much work still to do and look forward to furthering this success, taking forward the various next steps identified in our action plan.”

Paul Inman, Pro Vice Chancellor and Dean of the Faculty of Technology, Design and Environment, said:

“Typically the higher education sector as a whole suffers from low representation of women in STEM disciplines. Our Faculty specialises in a number of these and they have tended to be male-dominated, so it has been very important for us to address this. The whole Faculty has engaged deeply with the Athena SWAN process so I am delighted to see this hard work recognised.

We have made great progress in a number of disciplines, for example in our School of Architecture, and enhanced academic leadership programmes, mentoring and secondment opportunities, as well as putting a focus on staff development to ensure we are nurturing and growing our talent.

To build on this achievement the Faculty is now taking forward the next steps identified in their Action Plan. This will be taken forward by Larry Lynch, Head of the School of Art.



With this success, TDE joins the [Faculty of Health and Life Sciences \(HLS\)](#) which gained a Silver award in 2015. HLS is now working towards renewal in 2018 under the expanded [Athena SWAN Charter](#) which includes all faculty staff and addresses gender equality in all disciplines.



The University retained its [institutional Bronze Award](#) in October 2016 under the expanded charter. A university-wide steering group (chaired by Professor Linda King) has been set up to drive our institutional Athena SWAN strategy and implementation of our action plan. The Faculty of Humanities and Social Sciences is gearing up to begin work on Athena SWAN and the Oxford Brookes Business School will begin preparations following its relocation to Headington.

## Race Equality Development at Oxford Brookes

The University has developed a [Race Equality Strategy](#). Under the leadership of Professor Anne-Marie Kilday, PVC Staff Experience and Dean of the Faculty of Humanities and Social Sciences, the University has now agreed a Race Equality Strategy and initial Action Plan to focus explicitly on the promotion of race equality.

The broad, long-term objectives of the strategy are that:

- Oxford Brookes will have a staff ethnicity profile which broadly reflects the diversity of its student body
- BME staff will be represented at all levels and in all areas of the University
- BME students will be participating in all subject areas at least in the same proportion as the benchmark
- The attainment gap for BME students will continue to narrow
- Satisfaction levels for BME students and staff will be equivalent to those of their white counterparts
- Oxford Brookes will establish efficient and effective mechanisms to gather accurate internal and external benchmark data by which to measure the success and effectiveness of its strategy on race equality

These objectives will be underpinned by an annual [Race Equality Action Plan](#) which will identify key actions in any given year.

The action plan will be monitored by the Race Equality Steering Group (RESG), chaired by Professor Anne-Marie Kilday. For more information contact: Elaine Dagnall, HR Business Partnership Manager, [edagnall@brookes.ac.uk](mailto:edagnall@brookes.ac.uk), Extension 5929.

## Disability Confident

Oxford Brookes has joined the new [Disability Confident Scheme](#). This has replaced the long-standing Two Ticks accreditation to recognise employers with good practice in recruiting, retaining and supporting progress at work for disabled people. Based on our existing Two Ticks accreditation, Brookes has been migrated to Level 2 of the new scheme as a “[Disability Confident Employer](#)”.



To maintain this status (for a further two years) we now need to undertake a satisfactory self-assessment by October 2017. Disability Confident assesses the employer's performance under two themes: Getting the Right People; and Keeping and Developing Your People. For each theme, the employer needs to satisfy all the essential requirements (**Core Actions**) and commit to at least one **Additional Activity**. The University is setting up a task and finish group to take this forward. Further information on progress will be presented in the next newsletter.

## Accessibility at Oxford Brookes

The Estates Disability Issues Group has continued to promote accessibility across all Brookes campus sites. Improvements to the piazza at Headington campus are nearing completion. Plans to improve the pathway between Headington campus and Cheney Hall and the Sports Centre are in development.

The group includes representatives from all areas of the University and has created a central log of access issues and provided advice on prioritising and tracking requests for action.

Updates on works are included on the **Space to Think** pages where you can sign up for regular bulletins. Improvements to the way accessible routes are shown on the **campus site maps** are in progress with the Estates Communications team.

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)

## Harassment and Bullying Policy

The University has adopted a single overarching policy on **Harassment and Bullying** covering both staff and students (which replaces the former Dignity and Respect at Work Policy). The new policy will be coupled with refreshing and expanding our network of **Harassment Advisers**.

Equality Diversity and Inclusion / Harassment and bullying

### Harassment and bullying

One of the University's guiding principles is *Generosity of Spirit*. We believe people flourish in a culture of respect and support, where we celebrate difference and thrive on each other's success. We are proud of the diversity of the university community and seek to ensure that each individual is treated with dignity and respect and that the different experiences, abilities and skills of each individual are valued and accepted by others.

Harassment and bullying, however, are never acceptable and the University takes a zero-tolerance approach to any form of harassment, bullying and victimisation. All members of the university community should be able to recognise, challenge and, where necessary, complain about harassment and bullying, should it arise, with confidence that their concerns will be treated in good faith and investigated fairly and appropriately. Our commitment to dignity and respect are further expanded in our [Policy and Procedure on Harassment and Bullying](#), the [Brookes Charter](#) and the [Code of Conduct for Staff](#).

**OXFORD BROOKES  
POLICY AND RESOURCES**

- [E23 Policy and Procedure on Harassment and Bullying](#)

## Transgender and Gender Identity Equality Policy

Executive Board has approved a **Transgender and Gender Identity Equality Policy**, covering both staff and students.

The policy outlines the University's commitment and approach to ensuring transgender and gender identity equality. It includes outline guidance for supporting trans staff and students in affirming their gender identity and transition.

The policy was developed in consultation with Brookes Union and the Student LGBT+ Forum, Student Central and the Academic Registrar, Estates and Facilities Management and the Staff LGBT+ Forum. It fulfils the requirements of the Equality Act 2010 and the Gender Recognition Act 2004; and is in line with the new principles of the Athena SWAN Charter Award and current practice within the higher education sector. Human Resources Management and the Head of Wellbeing will lead the implementation for staff and students respectively.

The **EDI Transgender** webpage also includes links to a range of other relevant resources.

## Centre for Diversity Policy Research and Practice

The Brookes **Centre for Diversity Policy Research and Practice** recently launched a research report on Increasing the **Diversity of Senior Leaders in Higher Education: the Role of Executive Search Firms**. The research, which was funded by the Leadership Foundation for Higher Education was featured in articles by **HEFCE** and **Times Higher**.



In May CDPRP presented the findings of innovative research into **Women's Representation and Diversity in the Horseracing Industry**.

## LGBT History Month 2017

Brookes ran a wide [programme](#) of events to mark [LGBT History Month](#) in February. This was led by the [LGBT+ Staff Forum](#) working with the LGBT+ Student Society, Brookes Union and the EDI Teams in Human Resources and Wellbeing. The national theme was [Law, Citizenship and PSHE](#) (Personal, Social and Health Education) in recognition of 2017 as the 50th anniversary of the partial decriminalisation of homosexuality.

### Events and activities at Oxford Brookes

Colleagues in the [Faculty of Technology, Design and Environment](#) and the [Glass Tank](#) sponsored the launch event as part of the private view of the [Claude Cahun photographic exhibition](#), including a talk by [Lizzie Thynne](#) of University of Sussex and showing of her film [“Playing a part.”](#)

The [Department of History, Philosophy and Religion](#) and the [Oxford Institute for Nursing, Midwifery and Allied Health Research](#) got involved to share their work in a [Lunchtime Showcase](#). [UNISON](#) and [UCU](#) sponsored the event and promoted their support for LGBT+ colleagues and the [UNISON Oxfordshire-wide self-organised group](#).

We connected with [Oxford City Amnesty International](#) for the Quiz Night held in the Sports Centre on 3 February and with [OBU Documentary Club](#) for the showing of [“Born this Way”](#), highlighting the realities for LGBT+ communities in Cameroon.

There was also collaboration with the [Oxford Human Rights Festival](#), and with [Brookes Poetry Centre](#) to host [Home: an open mic poetry night](#) on 27 February with local poets Ceri Lloyd and Dan Holloway, and over 40 attendees including writers from Brookes and University of Oxford who gave powerful personal readings.

### LGBT History Month Panel Event

Our main panel event on 22 February with over 80 attendees involved Professor Nick Rumens of University of Portsmouth and Visiting Professor at the Oxford Brookes Business School chairing an interactive debate: [“Being who you are today”](#). Panellists included Jay Stewart CEO of [Gendered Intelligence](#), Phyll Opoku-Gyimah, Executive Director of [UK Black Pride](#) and Tom Guy, President of [National Student Pride](#) and Brookes alumnus.

Recording of the event is available [here](#).



### Trans Awareness Workshops

During the month, four workshops on Trans Equality Awareness led by **Gendered Intelligence** were run with 36 Brookes staff and 19 external colleagues from the Open University, Oxford University and research institutes. These workshops contributed to raising awareness and developing an inclusive approach linked to the development of our **Transgender and Gender Identity Equality Policy**.

### Flying the Rainbow Flag

An important feature of the activity this year was the flying of rainbow pride flags across our campuses for the first time.

In reference to the rainbow flag, one staff member commented:

I spotted it one day while I was cycling back from work and it filled me with deep, deep joy.  
  
I'm really pleased those folks persevered with the flag because I thought it was a really powerful symbol of Brookes inclusiveness. I've worked places where I've felt like I've had to hide my personal life to not cause a stir – so I thought it was absolutely kick-ass to see that flag.

Beyond the month, the **Centre for Diversity Policy Research and Practice** also organised a research seminar **Organisations Sexualities and Genders** on 28 March, with Professor Nick Rumens (Visiting Professor in the Oxford Brookes Business School), Dr Tessa Wright of Queen Mary University of London and Dr Anna Einarsdottir of University of York.



The Staff LGBT+ Forum has initiated communication with the LGBT+ Student Group to begin thinking for 2018. The theme for **LGBT History Month 2018** will be *Geography: Mapping the World*.



Opposite page: LGBT History Month Panel Event, left to right – Jay Stewart, Tom Guy, Phyll Opoku-Gyimah, Professor Nick Rumens  
Bottom left: local poets Dan Holloway and Ceri Lloyd at the open mic poetry night  
Left and below: flying rainbow pride flags at Brookes campuses for LGBT History Month



## International Women's Day 2017 and Athena SWAN Lecture



# International Women's Day

In celebration of International Women's Day and our Athena SWAN Lecture 2017 we were delighted to welcome Karen Mattison MBE, Director of the Timewise Foundation, for a talk entitled **Smashing another glass ceiling – how to be ambitious and work part time**. Karen was in conversation with Paul Inman, Pro-Vice Chancellor and Dean of the Faculty of Technology, Design and Environment who hosted the event.



Karen Mattison MBE, hailed as one of 'Britain's Top 50 Radicals', and named a 'Business Hero' by Management Today magazine, looked at the challenge of how to fulfil your business and workplace ambitions, but keep the flexibility to live your non-work life to the full.

Recording of the Karen Mattison Event is available [here](#).

On 16 March the Centre for Diversity Policy Research and Practice hosted an **event for International Women's Day with Melanie Richards**, Vice Chair and Partner at KPMG, in conversation with Professor Simonetta Manfredi. Melanie discussed her distinguished career in banking and her work to promote gender equality in the workplace. Melanie received an Honorary Doctorate from Oxford Brookes in June 2016.





## Brookes Diversity and Inclusion Networks

The University has a number of **Staff Networks** to connect and support staff, based on shared identity or experience. These networks support personal development, organise events and activities, act as a sounding board for policy development and review, and provide a consultative forum for the University to gather views and feedback.

## Brookes BME Staff Network

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

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

In April, Network members met with Nita Fisher, Chair of the **University of Oxford BME Staff Network**, to share experience of network development and build links for communication and potential collaboration.

Brookes colleagues shared news from their activity in external initiatives such as the **British Educational Research Association** (BERA), the **Higher Education Race Action Group**, HERAG, and **Black Women's Forum UK**. Members of the Brookes BME Staff Network are involved in work on our own Race Equality Strategy and in the planning of events for **Black History Month**.

## 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)

In recognition of **International Day Against Homophobia, Biphobia and Transphobia** (17 May), Brookes LGBT+ Forum held a lunchtime event on 11 May where Staff and Students shared experience and perspectives on sexualities and diverse gender identities.

The forum was central to the organisation of Brookes activity for **LGBT History Month** and the development of the new **Transgender and Gender Identity Equality Policy**. Forum members have also contributed to the development of an Oxfordshire LGBT+ Website with a wide range of community information and support services: [www.lgbtoxon.uk](http://www.lgbtoxon.uk).

Led by the LGBT+ Forum, Brookes colleagues and students took part in the Oxford Pride parade on 3 June, joining a wide range of employers and community organisations in celebrating diverse sexualities and gender identities.



## Development Opportunities

Oxford Brookes offers a range of targeted initiatives to boost career development and progression for specific groups of staff. Find out more about **Aurora**, **Springboard**, **Navigator** and **Fresh Steps** programmes through **OCSLD**.

## Upcoming Events

**Brookes Learning and Teaching Conference** – Working Together: Impacts and Challenges, is on 14 June. The conference is open to the Brookes learning community, and explicitly welcomes student and learning support staff involvement.

Planning is underway for contributions to the Open Lecture series for 2017/18 and to develop and coordinate Oxford Brookes activity for **Black History Month** in October 2017.

If you have ideas for inspiring speakers and events to highlight diversity issues and experience at Brookes, please contact Jane Butcher: [jane.butcher@brookes.ac.uk](mailto:jane.butcher@brookes.ac.uk)