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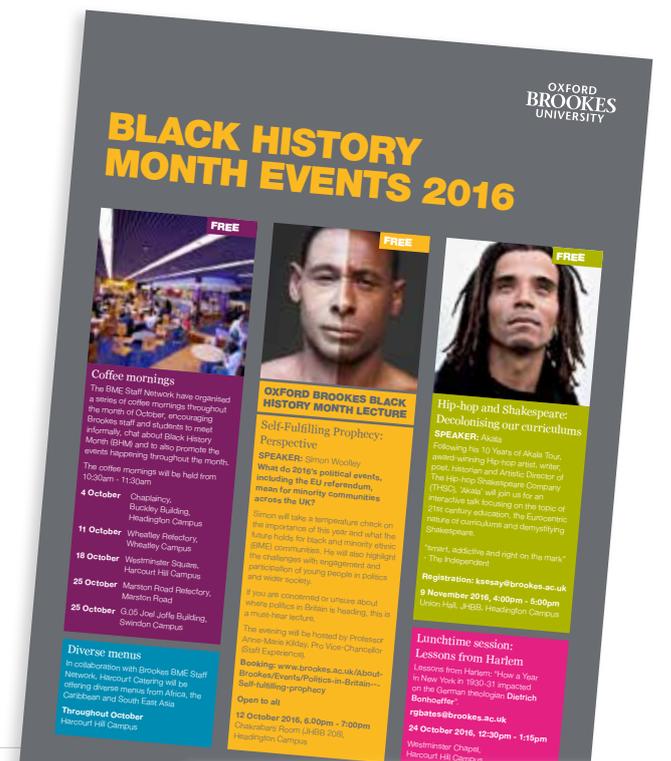
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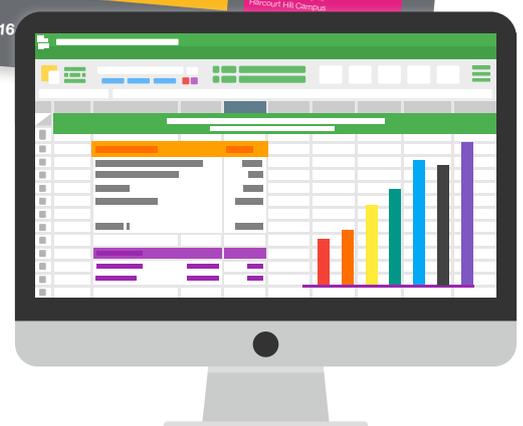
Welcome to our third issue of the Equality Diversity and Inclusion Newsletter highlighting recent activity and achievements and providing information on work in progress and future events.

Please get in touch with 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



EQUALITY GROUPS	
Age	
Disability	
Sex	
Sexual Orientation	
Marriage and civil partnership	
Pregnancy and maternity	
Race	
Religion and belief	
Transgender	<p>Transgender equality and gender identity: developing an inclusive approach</p> <p>Our approach to transgender equality and gender identity inclusion operates under the framework of Oxford Brookes Equality, Diversity and Inclusion and Dignity and Respect at Work Policies and the Brookes Charter.</p> <p>Oxford Brookes is committed to advancing equality and promoting fair and inclusive practice for our trans* staff and students; and to create a safe and positive environment for all forms of gender identity and expression. We aim to anticipate and assist positively in meeting the needs of trans* and gender variant staff and students, allowing everyone to achieve to their full potential.</p> <p>Oxford Brookes will not tolerate transphobic harassment and bullying.</p> <p>The University recognises gender identity transition and affirmation as a unique personal process, which may or may not involve medical intervention.</p> <p>Our approach to gender identity and provision of support for trans* staff and students ensures the University meets the requirements of the Equality Act</p>



UNIVERSITY GAINS NEW ATHENA SWAN BRONZE AWARD

In October Oxford Brookes became one of the first five UK universities to be awarded the new **Athena SWAN Gender Equality Charter**. The new charter covers all disciplines (not just STEM), embraces equality in participation and career progression for both men and women (in both academic and professional services roles), as well as gender identity and support for trans staff and students.



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RACE EQUALITY DEVELOPMENT WORK

Professor Anne-Marie Kilday is leading the development of an institutional Race Equality Action Plan working with a core group of staff and a wider steering group drawn from across the University.

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BME STAFF NETWORK

Oxford Brookes Black and Minority Ethnic (BME) Staff Network is developing rapidly with over 40 active contacts. The network welcomes new members and is open to all staff across the university who identify as from a BME background.

[READ MORE ►](#)

EQUALITY, DIVERSITY AND INCLUSION (EDI) ANNUAL REPORT 2015/16

The EDI Annual Report covering staff data and engagement activities was discussed by the EDI Advisory Group and Executive Board. This can now be found on the EDI website.

[READ MORE ►](#)

BLACK HISTORY MONTH 2016

In October Oxford Brookes hosted a wide range of events to mark its first celebration of Black History Month. The programme of events was put together by the EDI teams in Wellbeing and HR, led by Kanja Sesay, members of the Brookes BME staff network and working with Brookes Union. Feedback from both staff and students has been immensely positive.

BLACK HISTORY MONTH 2016

[READ MORE ►](#)

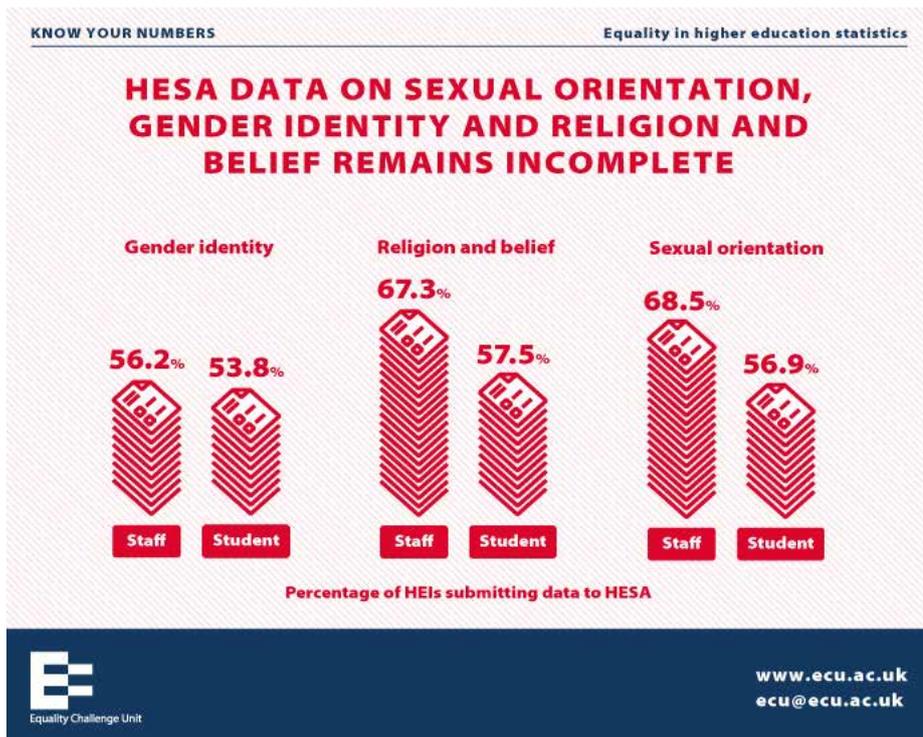
EQUAL PAY REVIEW 2016

The Equal Pay Review Report for 2016 was approved by the Executive Board in October.

The review confirmed that there were no significant pay gaps within grades; indicating that men and women were paid the same for equivalent work, or work of equal value. This was consistent with results from previous reports in 2007 and 2012.

[READ MORE ►](#)

DIVERSITY DATA - WHAT'S IT GOT TO DO WITH ME?



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

[READ MORE ►](#)

HARASSMENT AND BULLYING POLICY

We are updating our current policy on Dignity and Respect at Work to replace it with a single overarching policy on Harassment and Bullying, which will cover both staff and student perspectives.

HR and Wellbeing are consulting staff and student representatives on the new policy which will be launched in January.

[READ MORE ►](#)

ACCESSIBILITY ISSUES

An Estates Disability Issues Group, chaired by Gordon Langford, Estates Safety Officer, has been set up with colleagues from across the University to consider and seek solutions to accessibility and estates-related issues which impact on the experience of disabled staff, students and visitors.

[READ MORE ►](#)

EQUALITY CHALLENGE UNIT (ECU) RESOURCES

As part of our ECU membership all members of the university have access to equality guides and resources designed specifically for the HE sector covering diversity and the student experience, inclusive teaching and curriculum, career development and progression and specific equality themes.

[READ MORE ►](#)

DEVELOPMENT OPPORTUNITIES

The Leadership Foundation for HE is inviting nominations for Diversifying Leadership. The programme is aimed at early career BME academics and professional services staff, up to senior lecturer level (or equivalent), who are about to take their first step into applying for a senior role, or aspire to a leadership role.

[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 ►](#)

University gains new Athena SWAN bronze award



In October Oxford Brookes became one of the first five UK universities to be awarded the new [Athena SWAN Gender Equality Charter](#). The new charter covers all disciplines (not just STEMM), embraces equality in participation and career progression for both men and women (in both academic and professional services roles), as well as gender identity and support for trans staff and students. The new charter also requires universities to look at the intersection of gender and ethnicity within the data analysis and action planning.

The award provides a firm foundation and ambitious action plan for moving our gender equality work forward across all faculties and to begin to integrate professional services staff more fully into our equality work in the future.

The application team was led Professor Linda King, Pro Vice-Chancellor for Research and Global Partnerships. Responding to the announcement, Professor King said:

“Oxford Brookes takes its role in ensuring gender equality very seriously and seeks to foster an environment in which everyone can thrive. The work of Athena SWAN is important in recognising this commitment, but also in identifying and driving further change. It is therefore a great achievement for Oxford Brookes to receive this award.

The University has demonstrated not only what it is currently doing, but also how we can improve further through ongoing work. I would therefore like to thank the many staff and students who have contributed to this agenda and look forward to building on this further.

Key priorities in the Athena SWAN action plan are to:

- Embed annual data collection and analysis by gender and ethnicity in standard processes wherever possible
- Support faculties to renew, reapply and apply for Athena SWAN awards
- Support career development pathways for BME and female academics to Professor in non-STEMM subjects in particular
- Provide career development for BME and part-time academic staff
- Support academic staff returning from maternity/shared parental leave (in particular to get back on a research track)
- Promote diverse role models – with an event in summer 2017 highlighting Brookes colleagues as Parents, Carers and Academics

You can read the full application [here](#).

Race Equality Development work

Professor Anne-Marie Kilday is leading the development of an institutional Race Equality Action Plan working with a core group of staff and a wider steering group drawn from across the University.

BME Staff Network

Oxford Brookes BME Staff Network is developing rapidly with over 40 active contacts. The network welcomes new members and is open to all staff across the university who identify as from a BME background. The network is now chaired by Sobia Afridi, Brookes Bridges Project Manager, working with Professor Joe Tah as Deputy Chair. The group aims to be a safe and inclusive space for all self-defining BME staff in the University community, to support autonomy and enhance visibility and voice. The group meets quarterly and will share regular information with members, organise events and activities, promote career progression and support engagement with University policy development.

Contact Kanja Sesay for more information and details of next meetings: kseyay@brookes.ac.uk

Equality, Diversity and Inclusion (EDI) Annual Report 2015/16

The EDI Annual Report covering staff data and engagement activities was discussed by the EDI Advisory Group and Executive Board. This can now be found on the [EDI website](#). Headline statistics (as at 31 July 2016) show:

- Overall gender balance remains fairly constant at 60.2% female and 39.8% male, but above the sector average, especially for senior staff and the professoriate.
- Representation of staff with declared ethnicity from Black and Minority Ethnic (BME) communities continues to increase steadily and now stands at 10% of all staff
- The proportion of staff disclosing a disability is 6.4%.
- The modal age group had decreased slightly to 50-54, with the median age now closer to age 40. The number of staff over 65 has seen a small rise from 2% (43 people) to 2.9% (63 people). More information will be gathered about the profile of staff over 60, including an analysis of staff taking phased retirement.
- For disclosure of religion or belief the largest groups continued to be Christian staff (38.5%) and those of no religion (30.1%).

Equal Pay Review 2016

The [Equal Pay Review Report for 2016](#) was considered by the Executive Board in October. This exercise is key to ensuring the University is managing its reward system in an equitable way and meeting its legal obligation in respect of equal pay for work of equal value.

The review confirmed that there were no significant pay gaps within grades; indicating that men and women were paid the same for equivalent work or work of equal value. This was consistent with results from previous reports in 2007 and 2012.

However, when average salaries were examined overall by gender, ethnicity and disability there were pay gaps. The pay gap between men and women was 8.5%, which compares favourably with the rest of the HE sector and has reduced from 12% in the previous Equal Pay Review, 2012. The gender pay gap for part-time staff has, however, increased to 8% (4% in 2012), and specifically for part-time staff on fixed-term contracts.

Based on declared ethnicity and disability data, the overall pay gap between BME and non-BME staff was 12% (not analysed in 2012); between disabled and non-disabled staff the gap was 14% (11% in 2012).

These average pay gaps are primarily due to the distribution of BME and disabled staff across the grade structure and their under-representation at senior levels of both academic and professional service staff. The disabled staff pay gap is also likely to be affected by levels of disclosure and the absence of identified disabled staff in senior grades. Staff diversity records are not always updated when staff acquire health-related issues.

The Athena SWAN and Race Equality Action Plans will contribute to reducing these disparities by supporting career progression for women and BME staff. Our work to become more Disability Confident will support the recruitment and progression of disabled staff.

Black History Month 2016

In October Oxford Brookes hosted a wide range of events to mark its first celebration of Black History Month. The **programme** of events was put together by the EDI teams in Wellbeing and HR, led by Kanja Sesay, members of the Brookes BME Staff Network and working with Brookes Union. Feedback from both staff and students has been immensely positive.

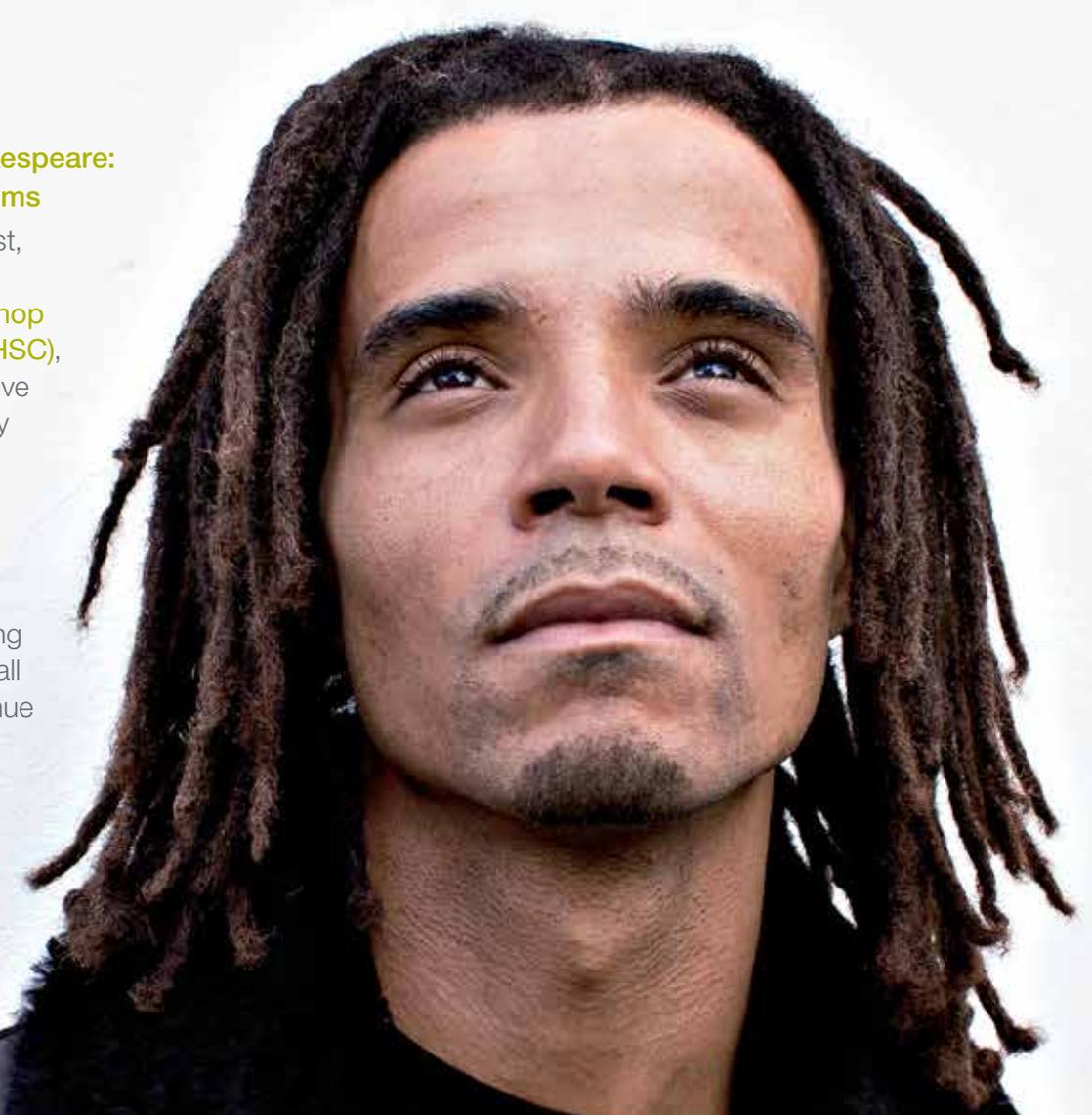
Highlights include:

Akala – Hip-hop and Shakespeare: decolonising our curriculums

Award-winning Hip-hop artist, writer, poet, historian and Artistic Director of **The Hip-hop Shakespeare Company (THSC)**, 'Akala', delivered an interactive talk focusing on 21st century education, the Eurocentric nature of curricula and demystifying Shakespeare.

This dynamic, stimulating, and highly thought-provoking event took place in Union Hall on 9 November with the venue filled to capacity.

Brookes staff and students with Akala in Union Hall





Beyond a Month – Lecture by Simon Woolley, Director of Operation Black Vote

What do 2016's political events, including the EU referendum, mean for minority communities across the UK? Simon Woolley, Director of **Operation Black Vote**, took a temperature check on the importance of this year and what the future holds for black and minority ethnic (BME) communities. With around 100 staff, students and local community, Simon was able to capture concerns, highlight the rise in hate crime, and share personal stories. The event encouraged us all in meeting challenges with hope and integrity and playing a part in social and political action.

You can view the lecture [here](#)

Images

Top: Simon Woolley talking to students after his lecture

Bottom: Kanja Sesay, Simon Woolley, Elaine Dagnall and Sobia Afridi



Check Your Privilege Exhibition

The event organised by Kanja Sesay raised awareness around the subtleties of social inequality and privilege. People were asked to read a range of statements and pick up a bead to add to a bracelet for each privilege they have. A debrief enabled participants to reflect on the exercise and consider future actions. This event attracted a good deal of attention amongst students on exploring the idea of privilege. One of the comments we received regarding this event was *“Are Brookes students ready to talk about their own advantages?”*

Lunchtime Staff Showcase Event

On 26 October Brookes colleagues presented their work on race equality and inclusive practice in a pilot Lunchtime Showcase. Staff, students and wider community members got together to hear about current research projects, outreach and engagement activity at Brookes. The session highlighted initiatives aiming to increase participation and attainment for BME students, and diversifying the curriculum to recognise BME perspectives and experience. Featured projects included Rainbow Home, the Mosque Project, Study Higher Pioneers and participative research methods in Building Information Modelling.



The wide-ranging event included contributions from Dr Sola Adesola, Dr Henry Abanda, Mariama Sheriff, Kanja Sesay, Neil Currant, Lindsay Williams, Sobia Afridi, Kate Harford, Dr Yue Ang and Farhana Ghaffar.

Building on this successful pilot, we aim to include a similar event next year and look at inclusion in the annual Learning and Teaching conference.

Presentations from the event are available [here](#)



African Dance Performance and Workshop

Supported by Brookes Union, students and staff enjoyed a high-energy rhythmic workout with **African Dance Oxford**. This provided an uplifting example for future wellbeing activities.

Black History Month Events took place across all campuses and the Swindon Campus Coffee Morning was particularly popular with staff, and many mature students engaged in discussion on mental health issues, caring responsibilities, concerns around Brexit and access to support networks. At Harcourt Hill Rev Dr Robert Bates delivered a fascinating session on Lessons from Harlem learned by German theologian Dietrich Bonhoeffer.

An informal choir came together to 'Lift Every Voice' in thanksgiving for Black History Month in the Chaplaincy on 16 November. This group will continue to meet to enjoy sharing and singing from cross-cultural and interfaith traditions. The group welcomes everyone interested to join. Contact Kate Harford for more details: kate.harford@brookes.ac.uk

The 2016 programme provides a strong foundation for the development of events next year, with growing interest and engagement from staff and student groups to organise specific events and link Black History Month to their own work.



I am so excited and inspired to see the range of activities at Brookes for Black History Month. I have worked here a long time and I have never seen anything like this. I am proud to work at Brookes.



At a time when it's easy to get despondent about how things are going in the world, it's even more important to be using events such as Black History Month to be thought-provoking and positive.

Contact Kanja Sesay with any ideas for next year's events: ksesay@brookes.ac.uk

Diversity Data – What's it got to do with me?

We are all different and our needs are different. To make our workplace and services better we want to avoid assumptions and guesswork, understand the different experiences of staff, and take positive steps to be a fair and inclusive employer.

To help us monitor our EDI work more effectively, we encourage staff to update their diversity data on the 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: <https://youtu.be/nq-lpE95RnM?t=9m15s>

The following link takes you to a series of manuals, please view Manual 1: <https://sites.google.com/a/brookes.ac.uk/obis-hr-payroll/Staff-HR-Portal>

Resources on the disclosure of equality and diversity data from the **Equality Challenge Unit**, **Disability Rights UK** – covering students and staff, and **Stonewall**.

Harassment and Bullying Policy

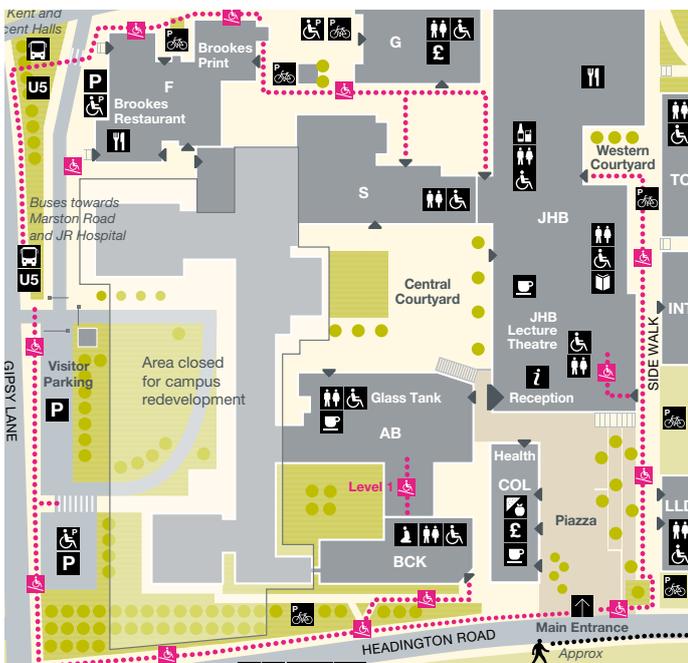
We are updating our current policy on Dignity and Respect at Work to replace it with a single overarching policy on Harassment and Bullying which will cover both staff and students. HR and Wellbeing are consulting staff and student representatives on the new policy which will be launched in the new year. This will be coupled with refreshing and expanding our network of Staff Harassment Advisers. Support and training will be provided for volunteer Harassment Advisers.

Accessibility issues

An Estates Disability Issues Group chaired by Gordon Langford, Estates Safety Officer, has been set up with colleagues from across the University to consider and seek solutions to accessibility and estates-related issues which impact on the experience of disabled staff, students and visitors. The group was originally formed to address issues relating to John Henry Brookes Building (JHBB) and Headington campus, and has now extended to cover the whole of the University's estate.

A range of improvements to JHBB and the Gipsy Lane site have been implemented, these include:

- Powered opening of library and lobby doors in JHBB
- Alternate level route along Gipsy Lane
- Alternate route into JHB through Buckley and across the first floor roof into Abercrombie
- A number of other changes are in progress for Semester 2 these include:
 - Installation of flat paving routes on the Piazza to connect with the Colonnade and the route alongside Brookes International Building and Tonge.
 - Modifications to the accessible toilets in JHBB and Abercrombie



In the context of the extensive redevelopment work across the Gipsy Lane site which will continue through the 2016/17 academic year, Estates are seeking to ensure all members of Brookes community have information on changes which impact on accessibility. Updates on overall works are included on the **Space to Think pages** where you can sign up for regular bulletins. The most accessible route has now been amended on the **Visit Us** website maps to show level access along Gipsy Lane.

Staff and students with concerns about the accessibility of Brookes estates and facilities can contact Gordon Langford gordon.langford@brookes.ac.uk

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

Disabled staff seeking individual advice can contact the EDI Team in HR via Jane Butcher jane.butcher@brookes.ac.uk

Equality Challenge Unit (ECU) Resources

As part of our **ECU** membership all members of the university have access to equality guides and resources designed specifically for the HE sector covering diversity and the student experience, inclusive teaching and curriculum, career development and progression and specific equality themes.

Everyone with an @brookes.ac.uk email address is able to register themselves to access ECU member-only publications as part of our subscription package. Any queries contact jane.butcher@brookes.ac.uk

In November ECU published revised guidance: **Trans staff and students in HE and colleges: improving experiences**. This is hosted on our [Transgender page](#) on the Brookes EDI webpages along with a range of other useful links and resources. Oxford Brookes is currently consulting stakeholders on our draft Transgender Equality and Gender Identity Inclusion policy, with a plan to finalise this early in 2017. The EDI Transgender page will be further updated over the coming months to support communication and implementation of the new policy.

Development Opportunities

Diversifying Leadership – Leadership Foundation for Higher Education

The Leadership Foundation for HE is inviting nominations for **Diversifying Leadership**, a programme is aimed at early career BME academics and professional services staff, up to senior lecturer level (or equivalent), who are about to take their first step into applying for a senior role – or aspire to a leadership role.

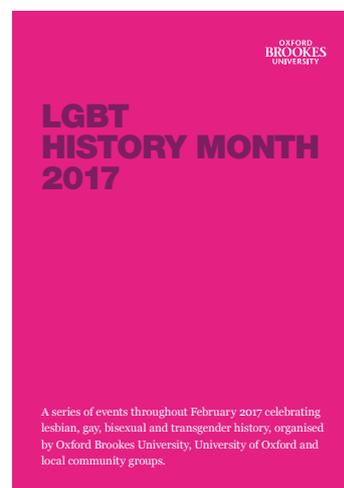
Oxford Brookes is a member of the LFHE. The cost of the programme is £1,000 per person.

Anyone interested in joining the programme should discuss this with their line manager in the first instance, as the cost will be charged to faculties and directorates.

Forthcoming 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**.

LGBT History Month 2017



A full programme is in preparation for LGBT History Month in February 2017. This includes our main lecture as a panel discussion on 22 February 2017 on **LGBT+ identity, rights, pride and community**, chaired by Professor Nick Rumens with leading activists, campaigners and practitioners.

The panel members are:

- Professor Nick Rumens, Visiting Professor in the Oxford Brookes Business School
- Phyll Opoku-Gyimah, Executive Director of UK Black Pride
- Dr Jay Stewart, Director of Gendered Intelligence
- Tom Guy, President of National Student Pride

If you are running events linked to EDI at Brookes or wish to share information on external events, please let us know.

jane.butcher@brookes.ac.uk

Upcoming key dates and events

Date	Focus	What	Where
8 December 2016	Disability History Month	Panel discussion event on the theme of 'Language'	Chaplaincy, Buckley Building, Headington Campus
23 January - 17 February 2017	LGBT History Month	Claude Cahun – Beneath This Mask	The Glass Tank, Abercrombie, Headington Campus
6 February 2017	LGBT History Month	Transgender Equality Awareness Workshops with Gendered Intelligence – Brookes Staff Development	Wheatley Training Room, Wheatley Contact jane.butcher@brookes.ac.uk
9 February 2017	LGBT History Month	University of Oxford LGBT History Month Lecture – CN Lester	TBC
16 February 2017	LGBT History Month	OBU Documentary Club: Born this Way	JHB Lecture Theatre, Headington Campus
22 February 2017	LGBT History Month	LGBT+ Identity, Rights, Pride and Community Panel discussion chaired by Professor Nick Rumens with Jay Stewart, Phyll Opoku Gyimah and Tom Guy	JHB Lecture Theatre, Headington Campus
20 - 24 February 2017	One World Week	Programme of events organised by Brookes Union	TBC
23 February 2017	Black History Month	OBU Documentary Club: Dark Girls	JHB Lecture Theatre, Headington Campus
27 February 2017 (TBC)	LGBT History Month	Open mic poetry night Organised in collaboration with the Oxford Human Rights Festival and the Poetry Centre	Abercrombie Atrium, Headington Campus
6 March 2017	LGBT History Month	Gendered Intelligence – Transgender Equality Awareness, Open Workshop	JHB 128 Executive Board Room, Headington Campus
8 March 2017	Athena SWAN Lecture and International Women's Day Event	Smashing another glass ceiling Karen Mattison MBE, Director of the Timewise Foundation	JHB Lecture Theatre, Headington Campus
14 - 18 March 2017	Human Rights	Oxford Human Rights Festival	Various venues
16 March 2017	International Women's Day	In conversation with Melanie Richards , Vice Chair KPMG UK	TBC Contact Mieke Tyrrell mtyrrell@brookes.ac.uk
23 March 2017	Women's History Month	OBU Documentary Club: Speed Sisters	JHB Lecture Theatre, Headington Campus
28 March 2017	LGBT History Month	Understanding queer theory: A research perspective on LGBT+ issues in the workplace. Professor Nick Rumens, Visiting Professor Oxford Brookes Business School Dr Tessa Wright, Queen Mary University of London Anna Einarsdottir, University of York Lindsay Williams, Oxford Brookes University	Snow Room, Headington Campus Contact Mieke Tyrrell mtyrrell@brookes.ac.uk
8 - 14 May 2017	Mental Health Awareness Week	Events and news	TBC
12 - 18 June 2017	Carers' Week	Events and news	TBC