



www.admin.ox.ac.uk/eop

Annual Black History Month lecture

Baroness Doreen Lawrence of Clarendon OBE

Black History Month has been celebrated across the UK every October for over 30 years, each year growing from strength to strength. Black History Month is a time when we celebrate the achievements of black, Asian and minority ethnic communities and shed light on their often hidden history and heritage. It is a time for people of all backgrounds to share in an exciting aspect of the UK's diverse and evolving cultures.

The University, together with the Black and Minority Ethnic Staff Network, hosts an annual Black History Month lecture. The 2016 lecture will be delivered by Baroness Lawrence, a British Jamaican campaigner and co-founder of the Stephen Lawrence Charitable Trust. The Trust was founded in memory of Baroness Lawrence's son Stephen, a teenager who was murdered in a racist attack in 1993. Baroness Lawrence was appointed OBE for services to community relations in 2003, and made a life peer. In January 2016 she became the Chancellor of De Montfort University. Baroness Lawrence continues to campaign for justice for victims of racist crime, and is a member of Liberty, also known as the National Council for Civil Liberties, and patron of Stop Hate UK, a hate crime charity.

Date: 20 October 2016

Time: Refreshments at 5pm, lecture 5:30–7pm

Venue: Pichette Auditorium, Pembroke College

All are welcome but booking is essential: oxbhm16.eventbrite.co.uk



Reuters/Alamy

Women of Achievement Lecture Series 2016–2017

Baroness Valerie Amos CH

This lecture series aims to raise the profile of women of high achievement, increase the range of role models accessible to women at Oxford, and challenge and inspire the entire Oxford community. It is funded by the Vice-Chancellor's Diversity Fund, and is hosted by the Vice-Chancellor, Professor Louise Richardson.

Valerie Amos became Director of SOAS, University of London, in September 2015 after a number of public sector roles, including as Chief Executive of the Equal Opportunities Commission. From 2010, she was Undersecretary General for Humanitarian Affairs and Emergency Relief Coordinator at the UN. She was appointed a Labour Life Peer in 1997 and became a member of the Government in 1998. In June 2016, she was made a Companion of Honour in the Queen's Birthday Honours list.

Date: 24 October 2016

Time: 5.30

**Venue: Pichette Auditorium,
Pembroke College.**

The lecture is free to attend, but booking is essential. To book, visit: oxforduniversityevents.wufoo.com/forms/mclaar20jdgxq6



The Race and the Curriculum lecture series

Professor Ruth J. Simmons President emerita, Brown University

Redefining America: Confronting the Legacy of Slavery and Injustice

One hundred and fifty three years after Abraham Lincoln issued the Emancipation Proclamation, the United States remains mired in debate about how to describe and judge the reality and consequences of American slavery. The Black Lives Matter movement, ongoing racial discrimination and a focus on institutional ties to the slave trade have once again drawn attention to post-civil war efforts to ensure the inclusion of slave descendants in mainstream civic and economic life. This lecture will discuss recent truth and reconciliation efforts and showcase how US universities are engaging with activists insisting they come to terms with legacies of injustice.

The Race and the Curriculum lecture series aims to highlight the University's project to diversify the curriculum across the humanities, sciences and social sciences. To learn more about the project see: www.admin.ox.ac.uk/edc/newsprojects/projects/racecurriculum

Date: 2 November 2016

Time: 5.30pm

**Venue: Mathematical Institute,
Andrew Wiles Building.**

The lecture is free to attend, but booking is essential. To book, visit:

www.ox.ac.uk/news-and-events/race-and-curriculum



Disability Narratives

There has been a great response to our request for members of staff living with a disability or long-term health condition to take part in our Disability Narratives project. The project aims to identify and share good practice on supporting members of staff living with a disability or long-term health condition.

We have a good sample of people in administrative and support roles, but we are keen to hear from people in academic and research roles who would be willing to be interviewed about their experiences: what has helped, and what has not? How have they gone about sharing information and negotiating arrangements?

We'll be analysing the interview material to identify key themes, which we will write up and share via an online resource. Some disabled staff say they feel 'invisible and unheard' within their departments. We're starting to change that by enabling people to learn from each other, and we also hope that the project's materials can be used as a training resource.

For further information see www.admin.ox.ac.uk/eop/disabilitynarrativesproject

Using accessible toilets

We've heard from several parts of the university about attempts to 'police' the use of accessible toilets by people who do not appear to be disabled.

People with a wide range of disabilities may want to use an accessible toilet (we prefer to use that term, rather than 'disabled toilet', which might imply that the toilet has been put out of action.)

Here are some of the reasons why people may need to use accessible facilities:

- They require the extra space and grab rails because of a musculoskeletal condition or balance disturbance.
- They have bladder or bowel problems, and have to change pads, wash themselves and change clothes. Many people, especially men, are embarrassed and reluctant to tell anyone.
- They need to use the toilet urgently because of a medical condition. Over 300,000 people in this country have inflammatory bowel disease, and others have IBS. Some have an ostomy bag that may need emptying and changing, with access to washing facilities. If someone has had part of their bowel removed, their intestines may not be able to handle much volume.
- Chronic cystitis is a bladder infection. Women are more likely to get it than men, and it may be linked to an underlying condition such as diabetes or kidney stones. The main symptoms are pain when urinating, and a constant urge to urinate.
- People with a visual impairment may appreciate the clear layout and visual contrast.
- People with some mental health issues may be extremely anxious, and may need the greater privacy and integral washing facilities.
- Someone with arthritis may find large lever taps and handles easier to use.

Most disability is hidden.

Let's trust our colleagues to use appropriate toilet facilities.

DIVERSIFYING PORTRAITURE PROJECT

We had a fantastic response to the call for nominations to create 25 new portraits. We received 100 nominations for sitters and 130 artists' proposals. The committee is now in the process of finalising the 25 sitters and matching them with artists.

For more information on the project visit: www.admin.ox.ac.uk/eop/inpractice/portraiture



Also follow our progress on twitter @DivOxPortraits

New: Equality & Diversity online training

This practical course is strongly recommended for all University staff. It introduces you to what equality and diversity mean and why they are important both to the University and to you as an individual. It provides an overview of the legislation, your rights and responsibilities, and guidelines for ensuring that equality and diversity are embedded in your work. It should take about 50 minutes to complete and you can come back to the course at any time. tinyurl.com/trainingE-D

SPOTLIGHT on religious discrimination: Antisemitism

Recent allegations of antisemitism in the Oxford University Labour Club (OULC) have reignited the discussion on what antisemitism is. Baroness Royall's inquiry into antisemitism in the OULC found that there was no institutional antisemitism within the club. However, a number of recommendations were made on how the club can foster a just and inclusive environment free from harassment and abuse. In practice this would include clear lines of reporting of incidents of discrimination, examining the culture of the club and training in equalities issues including antisemitism. The EDU will work with others to follow up these recommendations in respect of all clubs and societies.

There is no agreed international definition of antisemitism, and this has especially led to confusion when allegations of antisemitism are made about statements opposing the Zionist movement to create a Jewish State.

The UK government has adopted a working definition of antisemitism from the European Parliament Working Group on Antisemitism, describing it as "... a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities".

This definition provides us with a guide on how to identify incidents of antisemitism. As with other forms of religious and racial discrimination, antisemitism tends to be based on false stereotypes and ignorant prejudice. It can be expressed in speech, writing, visual forms and actions. Antisemitic comments about physical appearance, certain crude jokes and drawing signs of the swastika in an attempt to threaten Jewish people are all examples of this type of discrimination and could constitute hate crimes. The English courts have recognised the Jewish people as an ethnic group and as such hate crimes targeting Jewish people can be considered as of either a religious or racist nature.

The University seeks to promote religious diversity and tolerance, and ensure that no one is discriminated against on the basis of their religious or philosophical belief or lack of belief. Our harassment policy and procedures are designed to protect anyone who feels that they are a victim of religious intolerance of any form, or any other form of abuse. If you have been a victim of antisemitism, please do not remain silent and let someone know.

www.admin.ox.ac.uk/eop/harassmentadvice

Further reading

Baroness Jan Royall's report on allegations of antisemitism in the Oxford University Labour Club

www.thejc.com/images/Report_OUC_Final.pdf

UK Government definition of antisemitism

www.gov.uk/government/speeches/a-definition-of-antisemitism and

European Parliament Working Group on Antisemitism www.antisem.eu



Farewell to Stephen

Dr Stephen Goss has retired after 5 years as Pro-Vice-Chancellor for Personnel and Equality (and nearly 40 years as a Fellow of Wadham). Everyone in the EDU would like to thank him for his unstinting support for equality and diversity at Oxford, the tangible benefits of which include: two new university nurseries totalling 183 fte places; a Muslim prayer room for staff and students; invaluable support for our Athena SWAN and Race Equality Charter applications; and the £1m Vice-Chancellor's Diversity Fund to support projects to advance diversity among academic and research staff.

We wish Stephen all the best for the future, knowing that he won't be spending much time resting on his laurels but will instead be kept extremely busy by all his wide-ranging interests and pursuits!



Virtual Staff Advisory Group

Last term's VSAG survey was on the impact of hidden disability in the workplace. Although only 4% of University staff are recorded as being disabled, we believe the true level to be much higher (based on the 2011 Census and the recent all-staff survey) so this survey aimed to find out whether some staff felt inhibited from discussing their disabilities openly, what impact their condition had on them in the workplace, and whether there were barriers the University could address to become a more inclusive and supportive employer.

While the results reflected a broadly positive experience, disabled staff did raise a number of concerns, particularly around taking sick leave, working long hours, travel to work and colleagues forgetting to make adjustments.

Both disabled and non-disabled staff were asked how the University could support disabled colleagues most effectively. The most popular measures were inclusive office design, more flexible working options, training for managers and greater awareness-raising around disability in general.

Many respondents suggested changes to University culture which would benefit all staff, not just those with disabilities, e.g.

- Applying new flexible working policies to everyone;
- Ensuring long meetings include regular short breaks;
- Providing clarity about reasonable extra hours; and
- Accommodating requests for flexible working wherever possible.

For full details – or to join the Virtual Staff Advisory Group – please see: tinyurl.com/oxfordvsag.

Look out for this term's VSAG survey on harassment and bullying, coming soon.

Anti-bullying week 14–18 November

For Anti-Bullying Week, the Department of Chemistry presents the following talks:

Michelle Plaisted-Kerr, Oxfordshire Domestic Abuse Coordinator, Oxfordshire County Council will give a talk on **Domestic Violence**.
Date: 15 November
Time: 2–4.00pm

Machilu Zimba, Policy Advisor (Race Equality, Religion and Belief) will give a talk on **Race and Religion awareness**.
Date: 16 November
Time: 2–3.30pm

Professor David K Smith, University of York
'No sexuality please... we're scientists'
Date: 17 November
Time: 3–4.30pm

All the talks will be held in:
Inorganic Chemistry Lecture Theatre, South Parks Road

No need to book, just turn up. The talks are open to all but will be of special interest to Athena SWAN leads, HR and Departmental Administrators and Harassment Advisors.

Please get in touch and let us know what your department is doing for Anti-Bullying week and we will promote your event here: www.admin.ox.ac.uk/eop/harassmentadvice/antibullying

The University condemns **harassment** as an unacceptable form of behaviour, and has **a service to help** staff and students who think that they are being harassed in any way.



What can you do?

- 1 You can talk to your advisor appointed by your college, faculty or department
Advisor: _____ Tel: _____
Advisor: _____ Tel: _____
 - 2 Contact the University's confidential Harassment line and ask for a referral to someone outside the college, department or faculty
Tel: (2)70760 harassment.line@admin.ox.ac.uk
 - 3 Talk to the OUSU Student Advice Service
Tel: (2)88466 advice@ousu.org
- For further advice on dealing with harassment visit:
www.admin.ox.ac.uk/eop/harassmentadvice



SAVE THE DATE: LGBT HISTORY MONTH LECTURE 2017

We are delighted to announce that CN Lester will give the next LGBT History Month Lecture.

Date: 9 February 2017
Time: 6pm

More details to follow in next term's newsletter and on our website:
www.admin.ox.ac.uk/eop/sexualorientation/lgbthm

