

## New Head of Equality and Diversity

In June we welcomed Kevin Coutinho as the new Head of the Equality and Diversity Unit. Kevin started his career in the voluntary sector at the Windsor Fellowship, a national race equality charity. He has worked in the higher education sector since 2008, specialising in equality and diversity policy and practice at the University of Cambridge and at Birkbeck, University of London. He is also Vice-Chair of the Higher Education Race Action Group, which seeks to promote and deliver race equality within the sector.

He says 'I've been impressed and inspired by the passion and diversity that exists at the University. I'm excited to build on this to make sure that we're a place where talent can flourish and where the value that each person brings is recognised and celebrated. We clearly still have the opportunity to diversify more, making sure that we draw talent from the widest possible pool. In the short period I've been here, I've been bowled over by the commitment that people show to their jobs – people at all levels are passionate about their work, and it's an inspirational place to be. I'm looking forward to



delivering our next steps to become a beacon of best practice in equality, diversity and inclusion.'

Kevin is wearing one of our new Oxford University branded rainbow lanyards.

Please contact Caroline Kennedy in the EDU if you would like one so you can express your support for LGBT+ staff and students:

[caroline.kennedy@admin.ox.ac.uk](mailto:caroline.kennedy@admin.ox.ac.uk)

## Equality data: staff disability

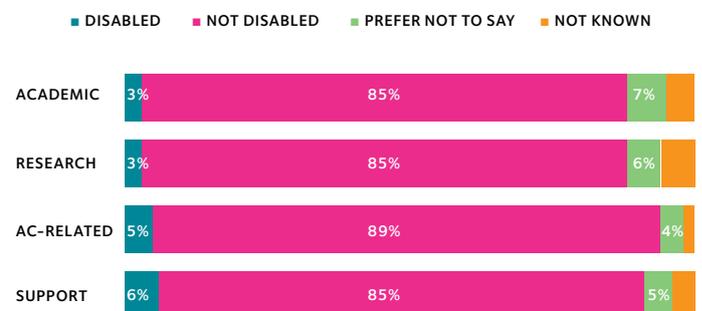
In the January 2017 staff data snapshot, just over 500 members of staff were recorded as having a disability, or 4% of the total. It is likely that the true figure is higher: 9% of respondents to Oxford's 2016 Staff Survey described themselves as disabled (or not sure) and in the last UK Census, 13% of people of working age reported that their day-to-day activities were limited by disability or ill-health.

This gap in the record does not prevent staff from accessing support and reasonable adjustments in the workplace, so why does it matter? We need accurate data so we can:

- Assess the extent of staff need and resources required
- Raise awareness across the University community
- Help create a more inclusive and flexible working culture
- Encourage disabled staff to seek support
- Report accurate data to help shape national policy.

HR is currently developing 'Employee Self Service' to give staff access to their confidential personnel record and pay slips. Look out for a big

### STAFF DISABILITY: 31 JANUARY 2017



publicity campaign in 2018 and help us provide all staff with better support by updating your equality data before the next staff snapshot on 31 July.

See the 2017 Equality Report for more information on disability at Oxford: [www.admin.ox.ac.uk/eop/policy/data/report](http://www.admin.ox.ac.uk/eop/policy/data/report)

## Mental health

Mental ill-health is a global problem. In the UK the NHS recently reported that nearly a third of fit notes issued by GPs were for psychiatric problems.

Our university research actively contributes to solutions that improve people's lives. The new NIHR Oxford Health Biomedical Research Centre, launched in April 2017, is a partnership between the Oxford Health NHS Foundation Trust and the University of Oxford. It aims to turn scientific breakthroughs into new treatments for patients with mental ill-health and dementia: <https://oxfordhealthbrc.nihr.ac.uk>

As an organisation, we want to develop a culture that supports the mental health of all who work and study here. People still find it more difficult to talk about mental health than physical health, but we need to talk openly about mental health so we can make the University a supportive working environment for everyone.

### What can you do?

- Find out how to maintain mental wellbeing: <http://tinyurl.com/yajr7srp>
- Start conversations about mental health: [www.time-to-change.org.uk](http://www.time-to-change.org.uk)
- Ask for help if you have mental ill-health. Options for staff include your line manager or the Staff Disability Advisor: [caroline.moughton@admin.ox.ac.uk](mailto:caroline.moughton@admin.ox.ac.uk), or Occupational Health. Options for students include peer supporters, tutors, the college nurse and the Disability Advisory Service.

## Disability Narratives launch

The Disability Narratives research project investigated experiences at work of colleagues living with a disability or long-term health condition. The aim was to identify and share good practice on support. The project, a collaboration between the Department for Primary Health Care Sciences and the Equality and Diversity Unit, was funded by the VC's Diversity Fund and the Van Houten Fund. We are very grateful to all those who so generously shared their stories.

The Disability Narratives project adopted the same approach as an earlier project – Women in Science – and a new web portal now hosts both sites: [www.diversityprojects.ox.ac.uk](http://www.diversityprojects.ox.ac.uk)

## LGBT+ Role Models and Allies

The University has two new growing networks; the LGBT+ Role Models and the LGBT+ Allies. Both networks have been supported with tailored training and advice. For information on all our LGBT+ Role Models and the support they received please visit: <http://tinyurl.com/LGBT-role-models>. There will be another Role Model training session in Hilary term.

Taking inspiration from the Stonewall Allies programme, and to add to our cohort of LGBT+ Allies, the Oxford Learning Institute has developed an LGBT+ Allies workshop. The workshop aims to give non-LGBT individuals an opportunity to explore what it means to be an ally, time to ask questions and practical advice on how they can be an effective ally.

We asked Kirsty Allen, an LGBT+ Ally, to tell us what she took away from the Stonewall Allies training.

'I am Head of Research Evaluation and Impact and REF Programme Manager in Research Services. I wanted to become a Stonewall Ally in order to understand more about some of the challenges faced by the LGBT+ community in the workplace, and how I might be able to help colleagues to feel supported. At the excellent workshop Stonewall ran, the most striking lesson for me was when we were asked to have a conversation with someone else where gender and marital status could not be referred to: I found it revealing how hard I had to concentrate not to give this information, and I felt that it restricted my ability to build a rapport with my partner in the exercise. I also learned some surprising and sometimes upsetting statistics about how people in the LGBT+ community can feel unsafe or unsupported even in environments committed to equality and diversity. Since attending the workshop I have changed my approach to expressing my support for equality and diversity, sometimes through simple measures such as adding a line in my email signature or having a rainbow flag postcard by my desk; but also by ensuring that when I recruit or welcome someone to the team, I explain that this is an inclusive workplace and they can feel free to be themselves.'



## LGBT+ ALLIES WORKSHOP

Date: 6 December 2017

Time: 9.30am – 1.30pm

To book email:  
[equality@admin.ox.ac.uk](mailto:equality@admin.ox.ac.uk)

# The Diversity Fund

**Deadline for bids:  
30 October 2017**

As part of its commitment to equality and diversity, Oxford University is proud to announce the relaunch of its Diversity Fund. We have secured £70,000 annual funding to support around 4 or 5 projects each year that promote equality and diversity in a sustainable way. Projects must benefit more than one department and be aimed at delivering lasting culture change across the collegiate University.

Previously, the Fund has supported a range of projects, including Diversifying Portraiture and high profile lectures on Race in the Curriculum. The new Fund is focused on long term culture change, and welcomes applications from small projects with the ability to be scaled up or replicated in other areas of the University or the sector more widely.

It's open to all staff at the University: researchers, academics and support staff, and the application process is simple. You can find out more on the Diversity Fund webpage: [www.admin.ox.ac.uk/eop/inpractice/df](http://www.admin.ox.ac.uk/eop/inpractice/df).

Photo by Peter Hershey on Unsplash

## BLACK HISTORY MONTH

Every October, Black History Month is celebrated across the United Kingdom. Throughout the month the history, contributions and achievements of Black and Minority Ethnic communities are highlighted and commemorated. It provides an opportunity to reflect on, learn more about and celebrate our shared history and heritage. For several years the University, together with our Black and Minority Ethnic Staff Network, has hosted an annual lecture to mark Black History Month. This year's lecture will be delivered by Dr Nirmal Puwar, Reader in Sociology at Goldsmith's College, University of London and author of 'Space Invaders: Race Gender and Bodies out of Place'.

### **Racism in the body of the Academy: statues and classrooms**

Date: Tuesday, 24 October 2017

Time: 5.30–7pm

Venue: Pichette Auditorium, Pembroke College, Pembroke Square, OX1 1DW

This a free event but booking is essential: [tinyurl.com/bhm17ox](http://tinyurl.com/bhm17ox)

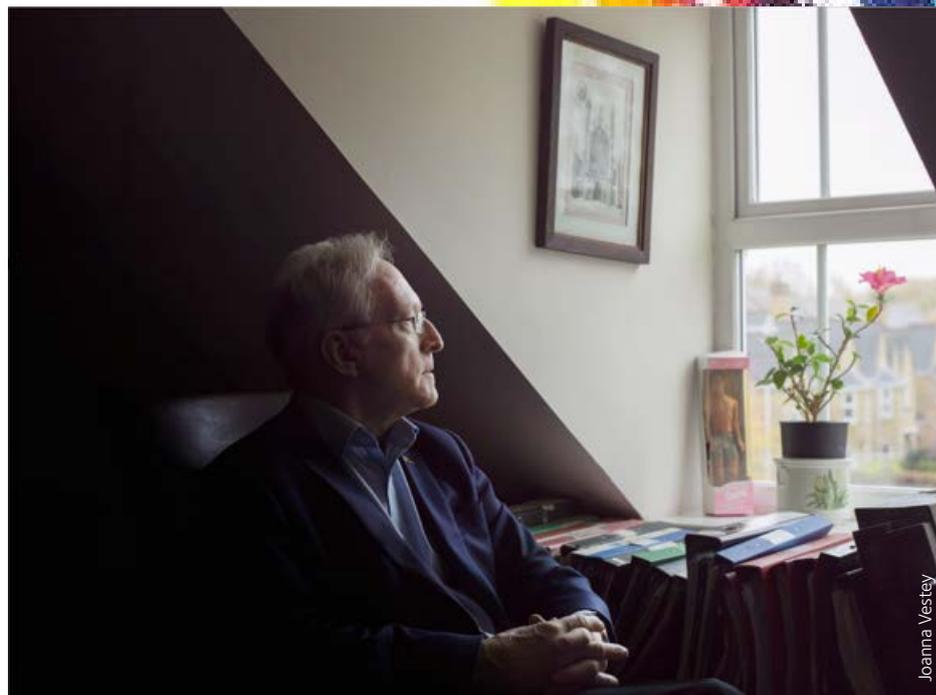


# The Full Picture

There are many extraordinary paintings of alumni and distinguished staff on the walls of university departments and colleges, but on closer inspection they may not give an accurate reflection of the diversity of the University community. The Diversifying Portraiture project was launched to redress this. We received over a hundred nominations and the chosen portraits will

soon be unveiled to the public. The project exhibition – **The Full Picture: New Oxford Portraits** – will open in the Blackwell Hall, Weston Library, on **29 November 2017**.

The portraits are of more than 20 living Oxonians drawn from different genders, ethnicities, disabilities, socio-economic backgrounds and LGBTQ+ communities.



## Race Equality Charter Surveys

Deadline: 20 October 2017

The ECU Race Equality Charter recognises universities' progress towards removing institutional and cultural barriers standing in the way of minority ethnic staff and students. As part of Oxford's application, we are currently carrying out further consultation, using tailored questionnaires provided by the ECU. The results of the surveys will help us set priorities and identify actions for our race equality strategy.

Staff Survey: <http://tinyurl.com/ybzs76nz>

Student Survey: look out for an email with your personal invitation to complete the survey

More information on the Race Equality Charter: [www.ecu.ac.uk/equality-charters/race-equality-charter](http://www.ecu.ac.uk/equality-charters/race-equality-charter)

Any questions? Contact [machilu.zimba@admin.ox.ac.uk](mailto:machilu.zimba@admin.ox.ac.uk)

## ANTI-BULLYING WEEK

13–17 November

For information on all the events, talks and information fairs taking place across the University for Anti-Bullying Week please visit: [www.admin.ox.ac.uk/eop/harassmentadvice](http://www.admin.ox.ac.uk/eop/harassmentadvice)



[www.admin.ox.ac.uk/eop](http://www.admin.ox.ac.uk/eop)