

Equality and Diversity Newsletter: December 2020

Welcome to the December 2020 Equality and Diversity Newsletter. We hope this edition finds you all well and looking forward to a well-deserved festive break. This semester, we have news to share of Athena Swan success, the launch of a new LGBT+ network, an opportunity to contribute to the work of the Race Equality Working Group, an update on the Aurora Women's Leadership programme and more.

The University is committed to achieving and promoting equality of opportunity in its learning, teaching, research and working environments. We value the diversity of our staff and students and are committed to encouraging everyone to realise their full potential.

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ATHENA SWAN UPDATE

We are delighted to announce that the Department of Education and the School of Humanities have recently secured Bronze departmental level Athena Swan awards for their progress towards advancing gender equality. This brings Strathclyde's total departmental awards to 15, including a Faculty level award for Strathclyde Business School. The University holds a Bronze institutional level Athena Swan award.

Since our last update, Advance HE has completed its review of the Athena Swan Charter and in March 2020 published their findings. Advance HE is continuing the developmental work to deliver a holistically transformed Charter, with the main components of the new Charter scheduled to be made available in early 2021.

Advance HE has already implemented a number of specific changes recommended by the independent review, including:

- the immediate extension of all future awards to five years
- the offer of a one-year extension for all existing award-holders
- beginning the five-year award period from the date on which results are communicated (rather than from the date of submission) from the April 2020 round onwards
- prerequisites for universities seeking to apply for a Silver or Gold university-level award have been changed, such that these applicants are no longer required to hold departmental Silver or Gold awards in order to be eligible
- a streamlined renewal process is available for use by applicants from the November 2020 round onward which focuses on progress made against the previous action plan

On the 12 November Advance HE published the revised [Charter Principles](#) which will underpin the new Athena Swan Charter. Charter participants will not be asked to recommit to these Principles until the new Charter is fully developed in early 2021.

For further information on Athena Swan and the review please see [Advance HE's website](#).

NEW LGBT+ STAFF and PHD STUDENT NETWORK

On 21 October, the [STEM Equals](#) team officially launched the Strathclyde LGBT+ Staff and PhD Student Network.

Nearly 50 people have joined already, and the team are currently developing their strategy to promote equity, diversity, and inclusion for LGBT+ and other underrepresented groups across Strathclyde.

If you are an LGBT+ member of staff or PhD student, or an ally, please consider becoming a member!

Leadership roles are also available - self-nomination from women, transgender and non-binary people, people of colour, and disabled people are especially welcome.

You can find more details and join the network [here](#).

RACE EQUALITY FOCUS GROUPS

The University Race Equality Working Group (REWG) is working to ensure an inclusive environment for Black, Asian and Minority Ethnic (BAME) students and staff, promote racial diversity across the University and, where required, improve educational and employment outcomes for BAME students and staff.

As part of its work, REWG is holding a series of themed focus groups in January 2021 to provide opportunities for staff and students to discuss action that the University can take to advance race equality.

Dates, times and themes of the focus groups are noted below:

- Student and staff recruitment and progression: **Tues 26th January 1-2.30pm**
- Race equality in the student curriculum and in staff development programmes: **Wed 27th January 11.30am-1pm**
- Communications and engagement - promoting and celebrating diversity: **Thurs 28th January 10-11.30am**
- Student and staff support systems: **Thurs 28th January 10-11.30am**

Any staff member with an interest in advancing race equality is invited to attend. The University is committed to centring the voices and views of those with lived experience in its race equality work.

If you are interested in attending, please email equalopportunities@strath.ac.uk

In order to assist with focus group coordination, please state:

- **all** groups that you are interested in attending
- your department
- your job category (e.g. academic, research, professional services etc.)

AURORA – WOMEN'S LEADERSHIP DEVELOPMENT PROGRAMME

Aurora is Advance HE's leadership development initiative for women. It is run as a unique partnership bringing together leadership experts and higher education institutions to take positive action to address the under-representation of women in leadership positions in the sector.

Since its launch in 2013 more than **7,000 women** from nearly **200 different institutions** across the UK and Ireland have participated in Aurora. Strathclyde have sent **100** women on this programme over the last 7 years.

A limited number of centrally-funded places are available each year for Strathclyde women up to and including senior lecturer level or professional services equivalent (typically Grades 7-9).

If you would like to find out more about this excellent opportunity please see [Advance HE's website](#) for further details and look out for the next application round opening in Summer 2021.

EVENTS AND OPPORTUNITIES

Upcoming events

February 2021: LGBT History Month

[LGBT History Month](#) is a month-long annual celebration of lesbian, gay, bisexual trans, and non-binary history, including the history of LGBT+ rights and related civil rights movements. Watch out for news of activities, events and resources early in Semester 2.

March: International Women's Day 2021

[International Women's Day](#) takes place on 8th March. IWD celebrates the social, economic, cultural and political achievements of women, while making a call to action to accelerate women's equality. The Access, Equality and Inclusion Service is compiling a programme of activities around IWD and is keen to hear from staff as to the types of topics they would like covered. Last year's programme featured a series of events celebrating the achievements of Strathclyde women past and present and discussing women's career progression, leadership and wellbeing at work.

If you have ideas to contribute or would like to get involved in the programme of activities, please email equalopportunities@strath.ac.uk

Past events

Black History Month October 2020

Black History Month took place during October, with events happening across the city. Strathclyde Students Union hosted a book club on Me and White Supremacy, a Netflix watch party, a speaker event with a representative from the Black Lives Matter movement and a student forum.

The University's [Black History Month website](#) showcased current race equality work and relevant research, including the establishment of our **Race Equality Working Group (REWG)**, which is working to ensure we support an inclusive environment for Black, Asian and Minority Ethnic (BAME) students and staff, promote racial diversity across the University and, where required, improve educational and employment outcomes for BAME students and staff.

International Pronouns Day 21 October 2020

International Pronouns Day seeks to make respecting, sharing, and educating about personal pronouns commonplace.

Referring to people by the pronouns they determine for themselves is basic to human dignity. Being referred to by the wrong pronouns particularly affects transgender and gender nonconforming people.

This year staff and students took part by using the #StrathLife, #PronounsDay hashtags, with some choosing to add their pronouns to their Zoom display name or email signature. Staff and students may also wish to introduce themselves with their name and pronouns, or consider how they can include more non-binary language in their activities.

To further raise awareness and show your support you could do any of the above or for more information on pronouns, please see:



- [International Pronouns Day website](#)
- [Scottish Trans Alliance](#)
- The [TransEDU](#) project created a short video on how it feels to be misgendered: <https://www.youtube.com>

EQUALITY AND DIVERSITY TRAINING

As part of the University's ongoing commitment to promoting awareness of Equality Diversity and Inclusion (EDI) issues, building capacity in advancing and promoting equality and increasing competence in recognising and addressing discrimination, the Access, Equality and Inclusion service will shortly be launching a new and expanded suite of online EDI courses.

The Diversity in the Workplace course is still currently available, the module explores broader equality and diversity concepts and issues, key features and provisions of equalities legislation and your responsibilities and rights as a member of staff of the University.

BITESIZE NEWS

 <p>LGBT Youth Scotland Charter at Silver level.</p> <p>The Student Experience Directorate and School of Education both hold LGBT Youth Scotland Charter awards at Silver and Bronze Level respectively. LGBT Youth Scotland is Scotland's national charity for LGBT+ young people and the Charter recognises the achievements of organisations in proactively including LGBT+ people in every aspect of their work, protecting staff and providing a high-quality service to customers, students or service users. If you are interested in finding out how your department could work towards an LGBT Charter award, email equalopportunities@strath.ac.uk</p>	<p>International STEM award for Strathclyde Maths Professor</p> <p>Professor Apala Majumdar has received an international award for her achievements and her work in promoting STEM (Science, Technology, Engineering and Mathematics) for the next generation. Professor Majumdar is one of 11 maths and computing recipients of the Suffrage Science Awards, presented every two years to women in STEM subjects.</p> <p>The recipients, along with 11 others in life sciences and science communication, are chosen by previous award holders for their scientific achievements and their ability to inspire others to enter scientific fields and reach leadership roles.</p>
<p>Corporate Parenting video for staff, students and prospective students</p> <p>As part of Care Experienced Week 2020, the University was delighted to launch its Corporate Parenting video for staff, students and prospective students produced by Articulate. The short video which has been created by both care experienced young people and Strathclyde students and staff, aims to give a better understanding of what 'care experience' and 'corporate parenting' means, in addition to how the University fulfils its corporate parenting role: https://vimeo.com/431449797</p>	 <p>COVID-19: Supporting trans, non-binary and gender diverse students</p> <p>The pandemic has affected all of our lives, from our home environments to where, and how, we work and study. For some people, that transition to home learning and working has an acute and specific impact. Dr Matson Lawrence and Dr Stephanie McKendry have developed brief guidance for supporting trans, non-binary and gender diverse students during the COVID-19 pandemic and online learning, based upon a workshop delivered for University of Strathclyde staff in August 2020. Further information is available here.</p>

Menopause Policy

The Menopause Policy seeks to support women experiencing menopause related symptoms at work, and will accommodate reasonable adjustments to the working environment and working patterns where it is possible to do so.

The policy outlines the support in place for colleagues and the responsibilities of line managers. The Policy can be viewed [here](#).

Care Experienced Policy

The Care Experienced Policy aims to promote understanding and provide clarity on issues which may be of particular relevance to care experienced students and staff.

It provides guidance for staff and line managers on support for students and staff and on ensuring an inclusive environment. You can view the policy [here](#).

Contacts and Resources

Department Equality and Diversity Contacts

Academic and professional services departments across the University have named Equality and Diversity contacts. The ED contacts are responsible for raising awareness locally on University Equality and Diversity developments. For more information, contact equalopportunities@strath.ac.uk

Dignity and Respect Advisers

The University is committed to providing an environment where students, staff, visitors and contractors are treated with dignity and respect and discrimination, harassment, victimisation and bullying is not tolerated. We have a policy on Dignity and Respect and a network of Dignity and Respect Advisers. Any person experiencing bullying or harassment can contact an adviser for confidential advice and support. For details of advisers, see the [Dignity and Respect website](#).

Equality and Diversity Office

The Equality and Diversity Team are now working remotely and can be contacted via email at equalopportunities@strath.ac.uk.

SharePoint

The Equality and Diversity office have migrated to the new [SharePoint Online site](#). Our new and improved site has information for staff on Equality Impact Assessments, Equality Reports, Athena SWAN (including data, example applications and guidance) and Equality and Diversity Committees.

Tweets by [@StrathEquality](#)

If you would like to contribute to future issues of this newsletter by sharing news of relevant events, resources, experiences or good practice in your department, please email equalopportunities@strath.ac.uk