

Oxford and Colonialism website

The Oxford and Colonialism website was launched in December 2020. The website builds upon the work of the Oxford and Colonialism Network (formed in 2016 following the initial Rhodes Must Fall campaigns and comprising over 120 University members) and serves as a portal to share ideas on how best to build a more inclusive, representative, anti-racist future at Oxford. Colleges, departments, student groups and other parts of the University and wider community are able to

profile the work they are undertaking in these areas.

Professor Kalypso Nicolaidis, Professor of International Relations, and a co-chair of the Oxford and Colonialism Network, said: 'One of the first findings of our Network was that the devolved nature of the collegiate University means that we are still often unaware of what other parts of our community are thinking or doing. This website is intended as a bridge between projects that makes it easier

to access the relevant conversations, activities, ideas, debates and actions taking place. The website is part of an ongoing process and we hope it can be a promise that while much is to be done, our University is committed to the journey.'

The Oxford and Colonialism Network plans to further develop and grow the website to be a larger repository and an interactive platform.

oxfordandcolonialism.web.ox.ac.uk

Race Equality Task Force

The University launched a new Race Equality Task Force last term, following the Vice-Chancellor's Oration and announcement in October 2020. An Open Forum was held on 2 December and a transcript of the event and slides are available on the [Open Forum webpage](#) under 'past events'.

The Task Force will develop a University-wide strategy and business plan to promote racial equality within our institution, ensuring that we are actively anti-racist at all levels. The Task Force will build on existing activities across the collegiate University and will focus on identifying actions that can accelerate change to ensure that staff and students from all ethnic backgrounds benefit fully from the opportunities the University affords.

Membership includes staff and students from across the collegiate University. The Co-chairs of the Task Force are Dr Rebecca Surrender, Advocate for Equality and Diversity, Professor

Anne Trefethen, Pro-Vice-Chancellor, People and GLAM, and Professor Martin Williams, Pro-Vice-Chancellor, Education. The Programme Manager is Daisy Hung, Equality, Diversity and Inclusion Manager (MPLS Division). The Task Force will be active throughout the 2020-21 academic year, with a number of streams of activity reflecting staff and student needs. Together with a comprehensive report and strategy

based on the Task Force's findings, the group will present a business plan for change to Council at its strategic away day in September 2021.

Updated information, including Task Force membership, can be found on the webpage: edu.admin.ox.ac.uk/race/task-force

Any questions or comments? Please email REtaskforce@admin.ox.ac.uk



Staff Experience Survey 2021

The University's Staff Experience Survey is an important opportunity for you to tell us what you value about working at Oxford and where you would like to see improvements. The results of this year's survey will inform important University-wide projects, including renewal of our institutional Athena SWAN and Race Equality Charter awards, our Stonewall WEI submission and the work of the Race Equality Task Force, and actions will be formulated at both institutional and local levels.

The survey will be launched at the beginning of Trinity term and you will receive a personalised email inviting you to participate. For the first time we have engaged an external supplier, People Insight, to run the survey on our behalf. All survey responses will go directly to them and be anonymised before any data is shared with us, so please use this as an opportunity to be completely open and honest.

We know that people's experiences

during the COVID-19 pandemic have been very different but this makes it more important than ever to hear your views. We also know that many colleagues are dealing with additional pressures at the moment but we hope that you will spare the time to complete the survey. Your feedback does make a difference. You can find a report on the 2018 survey and read about the changes that were introduced at: edu.web.ox.ac.uk/past-staff-experience-survey

Diversity Fund 2020-21

We are pleased to announce that four new projects have been approved for funding this year:

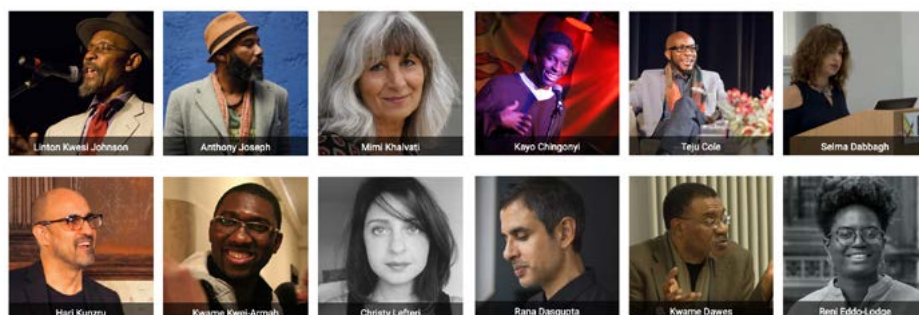
- *'Where are you actually from?'*, Oxford Mixed Heritage Society

To organise a week-long photo exhibition featuring staff and students of mixed BME heritage from across the collegiate University. The exhibition is intended to spark discussions on how different cultural identities intersect, celebrate the achievements of mixed heritage people within the University and draw attention to the issues they have faced.

- *Writers Make Worlds*, Elleke Boehmer, English Faculty

To expand the resources on the *Writers Make Worlds* website to 60 writers by the end of 2021, foregrounding poetry and including features on Caribbean and African 'forerunner' writers who have been influential on Black British writing, such as Kamau Brathwaite and Buchi Emecheta. The website offers resources to support the teaching of Black and Asian British writers for A-level and University students of English within Britain and worldwide.

writersmakeworlds.com



A few of the featured writers on *Writers Make Worlds*

- *Oxford and Empire*, Erica Charters, History Faculty

To provide administrative and research support to the Oxford and Empire project, an interdisciplinary network and multi-resource website that provides a central hub and site for research on and discussion of the legacies of colonialism in Oxford.

oxfordandempire.web.ox.ac.uk/home

- *Oxford ACS Annual Access Conference 2021*, Oxford African and Caribbean Society

To provide travel bursaries to prospective students attending the Annual Access Conference, the largest student-run access conference in the UK, designed and run by students and alumni of the Oxford

ACS. The conference was established to counteract systemic barriers affecting Black students of African and Caribbean heritage when applying to Oxford and aims to empower young Black students with the tools to make confident choices about their future.

A number of other applicants have been invited to submit revised applications and details of any new awards will be announced on our website as they are approved. The call for applications to the 2021-22 Diversity Fund will be launched in Trinity term.

edu.admin.ox.ac.uk/the-diversity-fund



LGBT+ History Month February 2021

In celebration of LGBT+ History Month the Centre for Gender, Identity and Subjectivity (History Faculty) presents:

Female Husbands and Queer Wives With Jen Manion



Talk abstract:
Those assigned female who transed gender, lived as men and married women in the 18th and 19th century US and UK were

described as female husbands. They persisted in living as men despite tremendous risk, violence and punishment. When husbands were outed as being assigned female, the press reported such accounts enthusiastically and frequently, exposing dynamic, contested and varied stories of love, courage and loss.

Date: 11 February | **Time:** 4.00pm
Click to join the [Female Husbands and Queer Wives talk on Zoom](#)

LGBT+ Role Models Workshop

During LGBT+ History Month we will be running our hugely successful LGBT+ Role Models workshops. If you are LGBT+ and a member of University, college or OUP staff we would strongly encourage you to take part. Past participants have commented:

'I decided ... to become an LGBT+ Role Model as being a bisexual woman in a straight marriage, I often felt as though I was 'hiding in plain sight' and I felt that I had a responsibility to take a stand against bi-erasure and bi-phobia by becoming a more visible member of the LGBT+ Network at Oxford.' **Hannah**

'The University's Role Models and Allies programmes have built a thoughtful and convivial community of queer staff members across the University, with an identity which is colourful and multigenerational, found in every corner of every College and Department. I hope to be visible to those searching for it, as I searched when I first arrived.' **Conor**

You can read more about Oxford's LGBT+ Role Models here: edu.web.ox.ac.uk/lgbt-role-models

LGBT+ Allies workshops will return in Trinity Term 2021. If you are interested in attending and would like to be notified when the date is scheduled please email: equality@admin.ox.ac.uk

More details on the LGBT+ Allies network can be found here: edu.web.ox.ac.uk/lgbt-allies

Workshop details

The Role Models workshop aims to give you:

- An understanding of what it means to be an LGBT+ Role Model and how that includes being an ally to others within the community.
- Space to explore the potential barriers to being a role model and identify ways to overcome them.
- Your own personal action plan.
- An opportunity to meet other role models in a supportive and safe space.

Option 1 – Wednesday 10 February, 10am–12.30pm

Option 2 – Wednesday 17 February, 10am–12.00pm

To book email:
equality@admin.ox.ac.uk

Returning Carers' Fund: Open for applications

The University's Returning Carers' Fund (RCF) provides support for research and academic staff to re-establish their research careers after a caring break of six months or more. Grants of up to £5,000 are awarded to fund activities which applicants feel will best support them to return to research, which in the past have included conference participation, temporary teaching, research or administrative assistance, and funding research collaborators to travel to Oxford.

In the last three years, the RCF has provided 112 grants to applicants across all four academic divisions. We have seen how relatively small amounts of support can give a significant boost to long-term career prospects as well as impact on awardee

confidence and psychological wellbeing.

With COVID-19 and the associated lockdown, the RCF has had to be flexible, allowing awardees time to consider alternative uses of funds and extending timelines as conferences or other plans have been delayed. Grantees have been supported to use funds to support childcare costs during online conferences and training, or to purchase equipment that can support them to engage more effectively with online conferences and platforms.

Career impacts of caring responsibilities have been felt more widely with COVID-19. A complementary Coronavirus Rebuilding Research Momentum Fund (CRRMF) was established in Michaelmas Term

2020 to support researchers whose productivity was impacted by increased childcare, home-schooling or other caring responsibilities during the initial lockdown. 117 awards were made just before Christmas.

Support for returning carers is more vital than ever and we encourage all eligible colleagues to apply. The call for applications is termly and the current round will close on 19 February.

Full details of the eligibility criteria and application procedures are at: edu.web.ox.ac.uk/returning-carers-fund

If you have any questions or would like to discuss a potential application please contact your divisional E&D Co-ordinator in the first instance.



Women's Centenary: Michaelmas 2020 highlights and upcoming events



The centenary of women's formal admission to the University of Oxford was celebrated in Michaelmas Term with the launch of the [Women Making History](#) campaign on 14 October. The Centenary launch video, which featured diverse women from across the collegiate University speaking about the significance of this milestone, was shared widely on social media reaching over 130,000 views. A particular highlight of the launch week was an [online conversation](#) hosted by Vice-Chancellor, Professor Louise Richardson, between Hilary Rodham Clinton and Professor Brenda Stevenson, a prominent historian of race, slavery, gender, family and conflict, and recently appointed as the inaugural Hilary Rodham Clinton Chair of Women's History at Oxford.

On 9 November, Dr Rebecca Surender chaired an Online Q&A '[Women at Oxford 100 years on: from participation to inclusion?](#)', where

speakers from different University constituencies shared insights with around 100 audience members on progress and priorities for gender equality in the future. Responding to questions on unconscious bias, Matt Jarvis, Associate Head of People in MPLS, felt that online training is a useful but insufficient tool to address this and wider and deeper strategies are needed to change institutional culture, including assessing staff on people management as well as funding success, and stronger responses to bullying and harassment.

Dr Saira Shaikh, Academic Registrar and Nikita Ma, Oxford SU President, highlighted the uneven distribution of students by gender across disciplines, with women still underrepresented in key STEM subjects, and the persistence of gender attainment gaps. Student campaigning will focus on this issue in the current year. The Athena SWAN Charter was acknowledged as an important tool for pushing departments to assess progress and ask difficult questions, but Dame Jocelyn Bell Burnell, one of its founders, stressed that this must not get reduced to a box ticking exercise. Professor Sue Dopson of the Saïd Business School felt that more

can be done to support women at all levels to be stretched and challenged and highlighted the importance of networks and mentorship in building confidence and psychological safety.

Finally, at the end of Michaelmas Term, an interactive Centenary timeline was launched, featuring archive images and stories of women's remarkable achievements in education, science, sport, politics and the arts, and their struggle for gender equality, at Oxford University.

Looking forward, plans for Hilary Term include a series of online interviews with high profile women alumnae of Oxford colleges, as part of the Education and Activism 1878-1920 project, the '100 Women of Medical Sciences' social media launch in February, and, in March, an academic conference on women's hidden histories at Oxford. The Centenary celebrations will close in May 2021 with a public event featuring prominent Oxford women alumnae. Speakers will be announced in Hilary Term.

Visit the [Centenary Events webpage](#) to keep updated. We also encourage anyone organising a Centenary-related event to contact the Women Making History campaign on centenarycomms@admin.ox.uk

