

Staff Experience Survey 2021



The University's 2021 Staff Experience Survey will be launched on **27 April** – please take the time to have your say!

The survey is designed to gather insight from our staff about your experience of working here so that we can identify areas where the University and departments might need to make changes, as well as learn about what is working well, so that we can do more of it.

When the survey launches, you will receive a personalised email from People Insight, a third-party provider

which we have contracted to run the survey on our behalf.

All responses will be submitted direct to People Insight and data will be aggregated and de-identified before being shared with the University to maximise confidentiality.

The survey asks about your experience of your work environment and culture, your career development, and how you feel about your role and about the University as an employer. Some additional questions are targeted

towards staff in particular roles, for example researchers and staff with line management responsibilities, to enable us to better meet their particular needs.

Once the survey has closed, results will be analysed at department, divisional and institutional level and actions will be formulated in response to the findings. Responses will also be analysed by a range of demographics so that we can identify how the experiences of staff in different groups may differ. We will keep you up to date as action planning progresses.

To find out more about the survey, visit the [Staff Experience Survey](#) webpages.

2021 Annual Disability Lecture

Dr Hamied Haroon The Intersections of Disability, Science and Academia

Join us online for this year's Disability Lecture with Dr Hamied Haroon, a neuroscientist from the University of Manchester. He is the founder and Chair of the National Association of Disabled Staff Networks and is himself disabled. He will discuss the intersections of disability, science and academia and will share his story and experiences, from being a disabled student to becoming a disabled staff member and scientific researcher in a system not designed for those like him. The lecture will be delivered remotely via Zoom and introduced by the Vice-Chancellor.



Date: Monday 24 May

Time: 6pm

To book: oxunidisab2021.eventbrite.co.uk

Watch! LGBT+ History Month Lecture

If you missed this year's LGBT+ History Month lecture with Stonewall Sport Champions Corinne Humphreys and Michael Gunning you can now watch the [podcast](#).



Save the Date: Shaping Oxford's vision for gender equality - a conversation



Since October 2020, the [Women Making History](#) campaign has celebrated the contributions of women to scholarship and university life and charted the journey towards gender equality at Oxford. To close the Centenary of women's formal admission to the University, on 19 May we are excited to host a panel of inspirational women alumnae in the iconic Sheldonian Theatre, livestreamed to an online public audience.

Spanning careers in science and technology, public policy and media, our invited speakers will reflect on how their education and experience at Oxford have shaped their choices, and on their future vision for women's education and gender equality in the 21st century.

Further details of this event and registration details will be announced on the Women Making History [Events webpage](#) early in Trinity term.

Confirmed speakers are:

Dr. [Anne-Marie Imafidon](#) (Maths, Keble, 2006-10), mathematician, computer scientist and entrepreneur, and co-founder of Stemettes, an award-winning social initiative dedicated to inspiring and promoting the next generation of young women in the Science, Technology, Engineering and Mathematics (STEM) sectors.

Baroness [Ruth Hunt](#) (English, St Hilda's, 1998-2001), leading LGBT+ activist, former President of Oxford University Student Union, former Chief Executive of Stonewall (2014-19) and current member of the House of Lords.

[Varaidzo Kativhu](#) (Classical Archaeology and Ancient History, Lady Margaret Hall, 2016-2020), LinkedIn Changemaker, role model and passionate advocate for access to education, with a social media following of nearly 200,000. Vee is currently studying for her master's in international education policy at Harvard University.

[Reeta Chakrabarti](#) (English and French, Exeter, 1984-88), leading journalist and BBC news broadcaster and Chancellor of York St John University, will facilitate the conversation.

Inclusive Recruitment Showcase Events

A series of four online *Showcase* events is planned during April and May to highlight examples of good practice in inclusive recruitment being implemented within the University and at other HEIs, and to share practical tools and concrete approaches that colleagues can adopt within their own sphere of influence to make a real impact on diversity in recruitment.

Case studies will be shared from the School of Geography and the Environment, the Law Faculty and the Department of Computer Science, among others.

External speakers will include Professor [Stephen Curry](#), Assistant Provost for Equality, Diversity and Inclusion at Imperial College; Professor [Eileen Drew](#), Director of the Trinity Centre for Gender Equality and Leadership at Trinity College, Dublin; and freelance researcher [Mary Beale](#).

To find out more and to book your place, visit: focus.admin.ox.ac.uk/article/inclusive-recruitment



Equality Report 2019-20

The University's annual Equality Report for 2019-20 was published at the end of March with a cover image celebrating the centenary of the first degrees for women. The Report provides an overview of activity to promote equality, diversity and inclusion over the last year and highlights progress made towards the University's equality objectives for 2016-2020, including:

- meeting our targets for the representation of women among University leadership roles, members of Committees of Council and Statutory Professors;
- further improving our position in the Stonewall Workplace Equality Index; and
- meeting targets for the admission of UK undergraduate students from disadvantaged backgrounds and areas of low participation in higher education.

New equality objectives will be agreed as part of the University's preparations for the renewal of its institutional Athena Swan and Race Equality Charter awards in early 2022.

Read the Equality Report at: edu.admin.ox.ac.uk/equality-report

You can also download fully accessible staff and student diversity data from the same site.

Race Equality Task Force update

Throughout Hilary Term, the Race Equality Task Force has been laying the foundation for our work to advance racial equality across the collegiate University. The [full membership](#) includes 35 people with a wide range of roles – students, researchers, professional and support staff, academics and college representatives. The Task Force also has two external members, Michelle Codrington-Rogers (teacher and National Officer and ex-President of the NASUWT teachers' union) and Dr Hosnieh Djafari-Marbini (Oxford City Councillor and Oxford City Council Migrant Champion), who provide important links with our local communities. People who have been racialised as Black are strongly represented on the Task Force and

people of colour from a wide range of backgrounds are included.

Our vision, mission and Terms of Reference have been agreed and are available on our [webpage](#). To progress our objectives, working groups have been formed focusing on specific areas: staff, students, governance, research and impact, and responding to racial harassment. We are reviewing existing internal quantitative and qualitative data to inform recommendations (and identify any gaps) and are working with an external consultant, Frost Included, to understand external good practice from other universities and sectors, nationally and internationally.

Over the course of Trinity Term, the Task Force will seek to engage staff and students across the University in meaningful ways. There will be an online speaker series called

'Conversations on Race', in which external speakers from other universities and sectors will share their experiences of advancing race equality in their contexts. The first in the series will be on Friday 14 May, 1-2pm with Professor Saleem Badat, Research Professor in Humanities at the University of Kwazulu-Natal and former Vice-Chancellor of Rhodes University, South Africa. For further details on this series, and to register, please visit [our website](#). We will also announce a range of staff and student engagement activities for the term.

We hope you will join us and use these opportunities to work together to create real, substantive change. This work requires effort from each and every one of us to make a difference.

Diversity Fund 2021-22

The Diversity Fund is an annual fund which provides small grants to initiatives aimed at furthering the University's commitment to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected.

The Diversity Fund is now open to bids for grants for the 2021-22 academic year. We welcome applications from all academic divisions, as well as from UAS and GLAM departments. Both staff and students may apply but students must have the support of an academic sponsor and agreement that funds will be administered by the sponsor's department.

Applications should show how the intended project will:

- contribute to the institution's equality, diversity and inclusion objectives outlined in the [Strategic Plan](#);

- demonstrate breadth of impact, through benefit to staff and/or students across a number of departments or divisions;
- address challenges identified in new ways;
- have a sustained impact beyond the initial funding period.

Applications to the Fund will close on **Friday 25 June**.

To find out more and to download an application form, visit the [Diversity Fund](#) pages on the Equality and Diversity Unit website.