

Diversifying Portraiture at Oxford




Diversifying Portraiture is a new initiative supported by the Vice-Chancellor's Diversity Fund, whose aim is to widen the range of people represented around the University, to reflect and encourage its increasing inclusivity. The first stage of this project is to find and highlight existing Oxford portraits illustrating the diversity of its past and present. We would love to hear about paintings or photographs from any Oxford institution that show individuals with links to the University from any underrepresented group, including those from minority ethnic and religious groups, women, those with experience of disabilities, LGBTQ individuals, and those from disadvantaged socio-economic backgrounds.

Contact equality@admin.ox.ac.uk with your suggestions or questions. See: www.admin.ox.ac.uk/eop/inpractice/portraiture and twitter.com/DivOxPortraits for details.

The second phase of the project will be a wide-ranging competition to seek nominations for new works of art for the University's public spaces, celebrating the diversity of our current staff and students – watch out for the announcement later this term.



(top) Benjamin Sullivan, *All Souls College Triptych* (2012). By kind permission of the artist and the Warden and Fellows of All Souls College, Oxford. www.benjaminsullivan.co.uk

(left) Francis William Helps, *Emily Penrose* (1922). By kind permission of the Principal and Fellows of Somerville College, Oxford.

(right) Hardit Singh Malik (1913). By kind permission of the Master and Fellows of Balliol College, Oxford.

Staff survey update

The Staff Experience Survey is being run across the University as a single survey to replace those that have previously been run by individual departments and divisions (for information see www.admin.ox.ac.uk/eop/inpractice/staffexperiencesurvey). Over a dozen departments have already sent out the survey, with others due to run theirs over Trinity term. The institutional response rate is currently 40%, but we'd love it to be higher, so please fill in the survey when you receive it and encourage your colleagues to do the same! If you have any questions or want to find out when your department will run its survey, please contact Dr Laura Hodsdon at surveyenquiries@admin.ox.ac.uk.

Religion and belief

Ramadan falls between 6 June and 5 July starting towards the end of our Trinity term. Ramadan is considered the most sacred month of the Islamic calendar. During this time, practising Muslims will be fasting during daylight hours. There is a vibrant Islamic community of students and staff within the University who meet regularly not only during Ramadan, but also throughout term time. The University has a dedicated Prayer Room for daily prayers and Friday congregational prayers in the Robert Hooke building on Parks Road. For more information on this, and to find out more about the Oxford University Islamic Society visit their website: ouisoc.org



The Vice-Chancellor's Diversity Fund

In Michaelmas term the Vice-Chancellor's Diversity Fund approved its final seven projects, broadening its scope beyond its initial focus on gender and race equality to fund projects on sexual orientation and disability. Some of the projects are featured elsewhere in the newsletter – for full details see: www.admin.ox.ac.uk/eop/inpractice/vc-fund/projects. We profile here two other projects, the Returning Carers' Fund and the Women in Science repository.

The Returning Carers' Fund

The fund was established in Trinity 2014 to:

- Support those who have taken a break for caring responsibilities to re-establish their research careers; and
- Increase the visibility of the University's support for carers, with a view to changing perceptions of balancing a research or academic career with caring responsibilities.

It has made 100 small grants to date, which have been used for a range of purposes, including conference attendance, visits by research collaborators, research and administrative assistance, short-term secondments and training courses.

The Fund was evaluated in Michaelmas 2015 and was found to have been very successful in achieving its aims. In the words of one applicant: *'The return from a very small amount of money can be really significant and make an important contribution to the ongoing career development of staff. Most people will have caring responsibilities at some point in their lives. This fund sends an important message that Oxford recognises the difficulties of balancing family and work but that the institution is willing to offer a little extra to enable staff to achieve that balance.'*

The original funding from the VC's Diversity Fund will allow one further round to be run in Trinity 2016. We are currently looking at funding mechanisms to allow it to be established on a permanent basis from 2016–17.

Find out how to apply and read the full evaluation at: www.admin.ox.ac.uk/eop/inpractice/vc-fund/returning-carers. Read about one applicant's experience at: www.phc.ox.ac.uk/blog/the-latest-on-tobacco-research-courtesy-of-the-oxford-returning-carers-fund

Women in Science website

The new Women in Science website aims to inspire women seeking to build a career in academic science. It includes video interviews with 39 women working in science at the University who give their perspectives on the shifting culture of science at Oxford, publishing, obtaining fellowship funding, career progression, taking parental leave, mentorship and more.

Sue Ziebland, Professor of Medical Sociology in the Nuffield Department of Primary Care Health Sciences, who conceived the project with the Medical Sciences Division's Chris Price, says of the project:

'It's a very promising time to be a woman working in science at the University of Oxford. Whereas previously there was a culture of exclusion to contend with, women now tell us they experience greater autonomy in their work and there's a great deal of University-wide and departmental support available to women to support their career progression. Indeed, very few women had been aware of any discrimination at Oxford.'

www.womeninscience.ox.ac.uk

OXFORD PRIDE

The University is proud to work in partnership with Oxford Pride (www.oxford-pride.org.uk). University staff have served as committee members from its inception in 2003 to the present day. This year's Oxford Pride Parade is on Saturday 4 June; join the LGBT Staff Network as they march through the city centre or pop by their stall at the Oxford Castle Quarter.

For Pride festival week the LGBT Advisory Group invite you to a celebratory series of short talks:

"WE CAN BE HEROES"

Date: Tuesday 31 May 2016

Time: 6pm

Venue: Trinity College

To book: oxheroes.eventbrite.co.uk

LGBT History Month at Oxford

The University celebrated LGBT History Month by flying rainbow flags across the collegiate University. See: www.admin.ox.ac.uk/eop/sexualorientation/lgbthm. If you missed Professor Richard Parkinson's thought-provoking lecture "A Great Unrecorded History: LGBT Heritage and World Cultures" for LGBT History Month, you can now watch it at: podcasts.ox.ac.uk/great-unrecorded-history-lgbt-heritage-and-world-cultures and read a review at: theoxfordculturereview.com/2016/02.



Work sense

We normally take our work environment for granted and process sensory information automatically. However, for some of our colleagues, including people on the autism spectrum, sensory information can be a source of discomfort and distraction. Be mindful of this and consider how you can support colleagues or staff if they find the following difficult:

- Sounds – some people are unable to block out the noise of lifts, computer fans, kitchens, buzzing lights. They may find it impossible to concentrate on a conversation if there is other noise. Sudden loud noises, such as fire alarms, may be experienced as painful. Increased noise may make it difficult for someone with hearing loss to follow a conversation. Colleagues living with tinnitus have the distraction of intrusive inner noise, which may interfere with external sound.
- Visual – too much light, colour and movement may be very distracting for someone with autism. Bright light may be painful for someone with a visual impairment, or for someone with visual stress. Flickering lights may be disturbing and may trigger epileptic seizures. Some people with Post-Traumatic Stress Disorder become hypervigilant, and need to keep track of everything that is happening in the room.
- Smells – some people, including those with autism or asthma, are very sensitive to cleaning products, or even to strong perfumes and deodorants. People with autism may find the smells of certain foods very unpleasant.
- Touch – some people may not want to shake hands and may find any physical contact threatening. Others may find particular materials unpleasant to touch, including clothing.
- Temperature – some people are sensitive to temperature, and also have difficulty in regulating their body temperature. Someone with MS, for example, may get over-heated and find it difficult to work. Extremes of temperature may contribute to flare-ups of conditions such as rheumatoid arthritis.

Virtual Staff Advisory Group

The EDU has established a virtual focus group to give staff an opportunity to provide feedback on issues that may have an impact on equality and diversity at the University. The group's aims are to:

- Help the EDU engage with a broad range of staff on relevant topics,
- Provide structured feedback via brief surveys, and
- Help raise awareness of issues affecting staff in order to inform further engagement and proposals for change.

The group does not meet in person and members are invited to complete a short online survey on a topic of broad interest each term. The results will be circulated widely to ensure maximum impact. Last term's survey was on the impact of caring responsibilities on staff:

many people spoke frankly about the difficulties they experienced juggling their caring responsibilities with their employment, but also about how much they valued the flexibility and support managers could provide. The results will inform the development of formal flexible working policies for carers and an institutional statement of support. The report is available at: tinyurl.com/oxfordvsag

This term's survey will be on the impact of hidden disability in the workplace. If you would like to join the Virtual Staff Advisory Group, please contact sara.smith@admin.ox.ac.uk.

If you would like support in managing a disability at work, contact the Staff Disability Advisor: caroline.moughton@admin.ox.ac.uk.

Disability Narratives

This project aims to use the personal stories of disabled staff at Oxford to identify, share and promote good practice on supporting disabled staff. We hope the project will contribute to the development of a more inclusive workplace through increased visibility of disabled people working successfully at the University, and through increased confidence in supporting colleagues who work in different ways. The project has been funded by the VC's Diversity Fund and the Van Houten Fund. To find out more, please contact the Staff Disability Advisor: caroline.moughton@admin.ox.ac.uk

Equality Report

The EDU published in January a comprehensive annual report on equality and diversity at Oxford. Section A of the report focuses on targets and actions in support of the University's high level equality objectives on gender, ethnicity and student diversity, while Sections B and C provide data and analysis on staff and students, benchmarked against the rest of the higher education sector. The full report is available at: www.admin.ox.ac.uk/eop/policy/data/report; the main points are included in the summary enclosed with this newsletter.

DISABILITY LECTURE

Dr Linda Gask is giving the 2016 Disability Lecture. Dr Gask is a psychiatrist and academic, who published a memoir, 'The Other Side of Silence', about her personal experience of living with depression.

Date: 26 May 2016

Time: 6pm

Venue: Blavatnik School of Government

More info: www.admin.ox.ac.uk/eop/disab/disabilitylecture

Call for facilitators

The EDU and Oxford Learning Institute are launching a project this term to train and support a group of internal facilitators to deliver sessions locally on implicit bias and race awareness. The training and materials will be provided by external consultants and tailored to Oxford.

Look out for the call, which will be sent to departments shortly – or email trudy.coe@admin.ox.ac.uk or sharon.neal@learning.ox.ac.uk if you are interested in finding out more.

Race Equality

'HOW TO SUCCEED IN THE ACADEMY'

The Black and Minority Ethnic (BME) Staff network will hold an event featuring prominent Oxford academics who will share advice on being successful in a university environment and elsewhere. This event is sponsored by the Vice-Chancellor's Diversity Fund.

Confirmed speakers include the Director of the Ludwig Institute for Cancer Research, Professor Xin Lu and Associate Professor in Politics and International Relations, Dr Karma Nabulsi. Dr George Okafo from the Board of Directors of GlaxoSmithKline will also share his experiences as a scientist in industry.

Date: Wednesday 4 May 2016

Time: 2–4pm

Venue: to follow

More info: successinacademy.eventbrite.com

Farewell to Sally Mapstone

Many congratulations to Professor Sally Mapstone, Pro-Vice-Chancellor for Education, on her appointment as the next Vice-Chancellor of the University of St Andrews. Sally has shown inspiring leadership on equality issues at Oxford over many years – sponsoring the successful *Ad feminam* mentoring programme and other initiatives for women leaders, including the high profile lecture series celebrating *Women of Achievement*; chairing the Gender Panel on student attainment; and implementing challenging targets for the recruitment of students from under-represented groups.

Women Count

Sally will join a select, but growing, group of female Vice-Chancellors. The latest *Women Count: Leaders in Higher Education 2016* report (www.women-count.org) shows that the proportion of female Vice-Chancellors has risen from 17% to 22% over the last 3 years, while women have increased their share of governing body roles from 32% to 36%. Oxford has set itself a suite of targets for 2020 to increase women's representation, including for women to represent 35% of Associate Professor roles, at least 30% representation on Council and its main committees and at least one third of leadership roles. See: www.admin.ox.ac.uk/eop/policy/equalityobjectives

WOMEN OF ACHIEVEMENT LECTURE SERIES

This lecture series, funded by the **Vice-Chancellor's Diversity Fund**, was developed by Professor Mapstone to celebrate the achievement of women outstanding in their field. Dame Sally Davies – the first female Chief Medical Officer – gave the first lecture on 17 February, hosted by the Vice-Chancellor. Dame Sally spoke movingly about her global efforts to combat anti-microbial resistance, and her journey to her current position.

The second lecture will be delivered by **Katherine Viner**, Editor-in-Chief of The Guardian. The lecture is free to attend, but booking is essential. A limited number of places at an onsite crèche will be provided free of charge; booking must be made in advance.

Date: Wednesday 4 May 2016

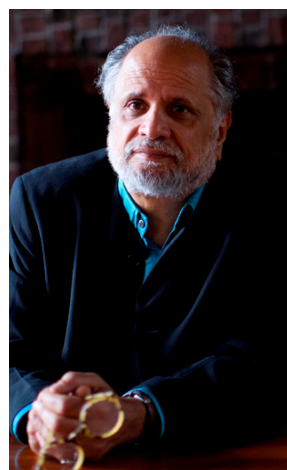
Time: 5.30–7.30pm

Venue: Examination Schools

To book: tinyurl.com/h9tyw6f



Race and the Curriculum in Oxford lecture series



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. In Michaelmas 2015, the University held the inaugural Race and the Curriculum lecture with Professor Sir Hilary Beckles, Vice-Chancellor of the University of the West Indies, titled, 'Britain's Black Debt: Reparatory Justice and the Restoration of 'moral nation status''. To watch the video of that lecture visit: www.ox.ac.uk/news-and-events/race-and-curriculum and to learn more about the project see: www.admin.ox.ac.uk/edc/newsprojects/projects/racecurriculum

The next Race and the Curriculum Lecture will be delivered by **Professor Homi Bhabha**, Anne F. Rothenberg

Professor of the Humanities, and the Director of the Mahindra Humanities Center at Harvard University:

WHO IS AT HOME IN GLOBALISATION?

Date: 27 April 2016

Time: 5.30pm

Venue: Mathematical Institute, Andrew Wiles Building.

The lecture is free to attend, but booking is essential. To book your place, please visit: www.ox.ac.uk/news-and-events/race-and-curriculum