








Vice-Chancellor's  
Diversity Awards

# Celebrating Oxford's Diversity 2022





## Contents

	Introduction.....	4
	Student Champion.....	5
	Staff Champion .....	11
	Projects .....	15
	Resources .....	22



### From Louise Richardson, Vice-Chancellor

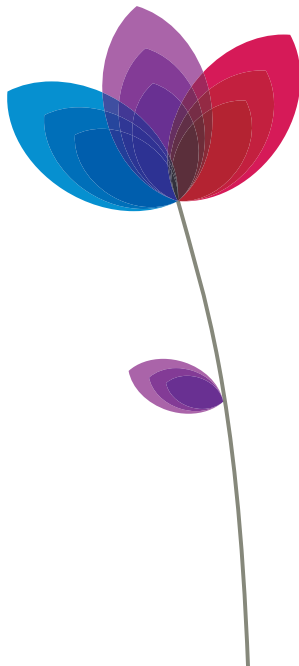


I am delighted to introduce the shortlisted nominations and winners for the 2022 Vice-Chancellor's Diversity Awards. It is important to remind ourselves of our core values, and a commitment to excellence; to attracting, nurturing and recognising talent, is one of ours.

The University remains deeply committed to promoting equality and diversity in the workplace, and to providing a welcoming and inclusive environment for all members of our community. These goals are integrated into the University's Strategic Plan and we engage actively with Athena Swan, the Race Equality Charter and the Stonewall Workplace Equality Index, regularly assessing our progress and identifying areas for action.

Exceptional work is being undertaken at all levels of the University in this area. Countless colleagues devote time and energy to initiatives which promote equality and diversity – often on top of their usual responsibilities. This work has not always been promoted as widely as we would wish.

The Vice-Chancellor's Diversity Awards attempt to address this gap by offering a high-profile platform from which to recognise and celebrate pioneering initiatives and the people behind them. The awards will also give us a welcome opportunity to share information and good practice, while inspiring us all to engage actively with equality and diversity issues.



Category:

**Student  
Champion**

## Student Champion – Winner & Highly Commended

---

### WINNER Lauren Rudd

DPhil student, Zoology and Green  
Templeton College



Lauren has spearheaded equality, diversity and inclusion initiatives as the VP for Equality and Diversity at Green Templeton College,

an active member of the Zoology Race Equality Task Force, an MPLS EDI Fellow and co-founder of the BIPOC STEM Network. At GTC, Lauren campaigned for positions for Black and LGBTQ+ student representatives and engaged with the college's senior leadership. She co-created the Zoology Department's reverse tutorials scheme, to promote awareness of EDI issues among academic staff. With the BIPOC STEM network, she promotes and supports the work of People of Colour within the University and beyond through an outreach programme and a wide range of events.

### HIGHLY COMMENDED Mary Adeyemo

DPhil student, Law and  
Wolfson College



Mary is a graduate moot mentor for the Sutton Trust's Pathways to Law Programme, which provides mentoring to support Year 12 and 13 students

from low-income backgrounds to join the legal profession, and has directly and indirectly mentored nearly 60 students. She is a volunteer tutor at Tutor The Nation, a charity connecting university students with pupils in the State sector for free online tutoring. Mary founded *CareerCarriez* to promote education amongst low-income families from Ikorodu, Nigeria. She organises monthly webinars on how to access scholarships and global opportunities; she has reached over 500 students and at least five have progressed to higher education.



## HIGHLY COMMENDED

### Rebecca Colquhoun

DPhil student, Earth Sciences and  
University College



Rebecca leads initiatives that tackle racism, homophobia and ableism at department, college and divisional level and beyond Oxford. Within the

Department of Earth Sciences, Rebecca has invited LGBTQ+ speakers to the department careers fair, co-founded the department's LGBTQ+ affinity group, and co-founded Oxford Unlearning Racism in Geoscience, which produced anti-racism policies and resources. At University College, they advocate for disabled students, running social events and promoting available support. They have shared their own experiences of being neurodiverse to encourage disabled students to apply to university. They are the institutional liaison for the International Society of Non-binary Scientists and co-organised the American Geophysical Union annual LGBTQ+ meet-up.



### Devika Devika

VP Graduates, Oxford SU



Devika has been a true champion of equality and diversity throughout her time at the University, bringing issues to the forefront, and

constantly supporting others to learn and grow. Her influence has been felt at St Antony's, ensuring support for the BAME community; at the Bodleian, contributing to diversity and race inclusion workshops, seminars and strategy; as a researcher and guide for Uncomfortable Oxford, helping people to see the hidden and problematic histories of colonialism at Oxford; and within Oxford SU, representing students on over 33 committees and contributing to the Race Equality Task Force.

### Geoffrey Mboya

DPhil student, Mathematical Institute and St Peter's College



Geoffrey has been active in the Mathematical Institute since 2019, first joining the Departmental Committee as postgraduate

representative, then serving on the Equality and Diversity Committee. He was elected as one of the ten inaugural MPLS EDI Fellows, contributing to the Race Equality working group. Geoffrey is the founder of the Mfano Africa-Oxford Mathematics Virtual Mentorship Programme, a mathematical science mentorship scheme for Black research students from Africa. Mfano Africa has enabled eleven students to gain research experience and build their networks, and Geoffrey has co-supervised three Masters theses. Earlier this year, Geoffrey was shortlisted for the WorldSkills UK EDI Rare Rising Star Award.





### Georgina Dettmer

Undergraduate, English Language and Literature, Trinity College



Georgina outlined diversity and inclusion as a central goal for her year as President of the Oxford University Dramatic Society

and raised the benchmark for diversity, equality and access within Oxford's student theatre community. She also founded the Quick Company, a student theatre company devoted to working with first-time actors, many of whom have experienced structural barriers to acting. It has become a staple part of Oxford drama, bridging a gap in a university society often associated with elitism. Georgina collaborated and supported the production 'Intimacies' from 2021–22, showcasing all-Black acting talent in a prominent Oxford space. Many of the cast have gone on to head up their own projects.

### Krishna Hirani

Undergraduate, English Language and Literature, Brasenose College



Krishna is proactive in making Oxford a more inclusive space, frequently engaging with outreach and access, including as UNIQ Ambassador, Asian

Heritage Ambassador and Outreach Ambassador. As a columnist for Cherwell, she discusses the beauty of shared language between Hindi and Urdu and the significance of food in culture. Krishna founded the Oxford University Asia Society to embrace Oxford's Asian diaspora and to promote Oxford as a safe and inclusive space, welcoming non-Asian students and those who want to educate themselves. Krishna also celebrates her culture with those close to her, often cooking dishes that remind her of home and feeding over ten people.



### Yusuf Ben-Tarifite

Medical Student, Green Templeton College



As a Crankstart Scholar, Yusuf is passionate about equality of opportunity. An Outreach Ambassador, he has attended student

conferences and Virtual Open Days and filmed an Open Day Video, with over 8,000 views. Yusuf founded a social enterprise, The Aspiring Medics, to help disadvantaged students to get into medicine and leads a team of over 40 medical students from across the UK. Its website, providing advice on the application process, had over 100,000 users in the last 12 months. As first Secretary and now President of Oxford University's Powerlifting Club, Yusuf has sought to make powerlifting more accessible, including through ensuring equal gender representation at future Powerlifting Varsities.



Category:

**Staff**

**Champion**

## Staff Champion – Winner & Highly Commended

---

### WINNER

#### Jane Garnett

Professor, History Faculty and  
Wadham College



Jane has promoted EDI for many years and successfully operates at all levels, from the interpersonal to the institutional. Among her many

achievements she has created a robust EDI strategy for the Humanities Division, led the development of UK BME PGT Studentships and established the Divisional Culture Change Fund. Jane has been a driving force behind the interdisciplinary MSt in Women's Studies (now 'Women's, Gender and Sexuality Studies') since its foundation and engages junior scholars in teaching and governance. At Wadham College, Jane has spearheaded numerous initiatives, supporting students individually and collectively, advocating for better support of care-experienced and estranged students and for a graduate disability scholarship.

### HIGHLY COMMENDED

#### Colin Larkworthy

Clinical Trials Support Officer,  
Jenner Institute



On top of his day job, Colin has worked to raise awareness of neurodiversity and help others to achieve their full potential, sharing

his own perspective of living with autism. He has actively participated in public engagement programmes, developing activities for the Natural History Museum's autism-friendly opening. He has also organised a speaker event, including representatives from Act for Autism and Experimental Psychology, on the difficulties experienced by people with neurodiversity when dealing with information imparted by neurotypical people. He is planning further presentations on sensory sensitivities, education, mental and physical health and autism in older age groups.



### Alexandra Ramadan

Postdoctoral Researcher, Physics



Alex works towards an inclusive academic environment and mentors younger students within her research group. She participates

in a range of outreach activities, mentoring students from under-represented backgrounds, hosting students for research placements and giving regular talks in schools. She initiated the lecture series 'Challenges and Changes in Physics', aimed at raising awareness and driving actions to enact real change in the department, and organises reading groups and panel discussions to engage as many people as possible. Alex was a postdoc representative on the University's Race Equality Task Force, providing a strong and challenging voice, and is an MPLS EDI Fellow, contributing to wider divisional policies and actions.

### Leanne O'Donnell

Administrator, Astrophysics



Leanne has been the driving force behind ensuring that the department's public engagement events really are inclusive and open to all. As

a key member of the Stargazing Oxford planning team, she identified that young people with additional support needs (ASN) were interested in engaging with science but found events inaccessible. In response, she spearheaded the development of a dedicated Stargazing event for children with ASN and their families. She has built the department's relationship with KEEN Oxford, an organisation promoting disability rights and inclusion, and members regularly attend events.



### Lucy Taylor

Junior Research Fellow, Zoology and Christ Church College



Lucy's commitment to improving mental health for staff and students has had a lasting impact on the University community. She has served as

an MPLS EDI Fellow and as a researcher representative, sitting on numerous committees and working groups to actively improve support for early career researchers and students. Lucy was the driving force behind the MPLS Mental Health Awareness Week in 2021, which engaged over 660 different individuals from across the University, and is trained as a Mental Health First Aider. During the pandemic, she sent weekly mentoring emails to graduate students in her department and organised online socials for those struggling with isolation.

### Mindy Chen-Wishart

Dean, Law Faculty



Mindy launched the #RaceMeToo campaign on Twitter in July 2021 and has since generated over 1,600 tweets on the issue of racism in the academy. In the

aftermath of Black Lives Matter, the campaign touched a nerve and gave voice to a long-ignored issue. The campaign has spilled over from Twitter into multiple other fora, gaining attention in the media, attracting numerous invitations to speak at events and inspiring other law schools in the UK and beyond to take action. Mindy has made herself available to answer questions, deal with backlash, offer sympathy and solidarity, hear voices of shared experiences and offers leadership on the issue of racism.



Category:

**Projects**

**WINNER: Inclusive Culture** 

### **Unlearning Racism in Geoscience**



Earth Sciences is a subject disproportionately taken up by White students and taught and led by predominantly White academics. In 2019, of the 25 subjects reporting statistics in the University, it had the lowest proportion of Black/non-Asian ethnic minority students. However, retention is as, if not more, important than recruitment. URGE Oxford, which was initiated by students, aimed to provide members of the department with an opportunity to educate themselves on what it means to be anti-racist, and to put that into action through producing a number of directly implementable deliverables. The programme was based on a US-focussed curriculum, which was adapted to the particular circumstances and needs of the Oxford Earth Sciences department. Over 16 weeks, department members discussed topics including the colonial history of the discipline and the barriers and sources of inequity in the academic pipeline, basing discussions on journal articles, first-person accounts and interviews. From these discussions, the project produced six main 'deliverables' (outputs): a guide to effective outreach, a primer on how and why to use land acknowledgments, a statement of departmental principles, a roadmap of resources for minoritised students, a poster on the complaints policy and a memo on sources of inequity in graduate admissions.

Find out more at: [www.earth.ox.ac.uk/about/statement-of-values](http://www.earth.ox.ac.uk/about/statement-of-values)





**WINNER: Diversifying Participation** 

### **The Refugee-Led Research Hub**



The Refugee-Led Research Hub supports graduate access and career development opportunities for aspiring researchers with lived experience of displacement. With an initial focus on East Africa, the Hub aims to create a range of opportunities for refugee researchers to access training, mentorship and funding to build research careers in the Social Sciences and the Humanities.

The Hub has a physical base at the British Institute for Eastern Africa (BIEA) in Nairobi and 42 staff or affiliates, of whom 39 have a forced displacement background. A series of refugee-led research projects have involved people with lived experience of displacement in shaping all aspects of the research process, with support and mentorship from Oxford faculty.

In its first year, the Hub has: created a 12-month, paid graduate access fellowship for 12 aspiring researchers from displacement backgrounds; designed and delivered an online course in Refugee and Forced Migration Studies for displaced learners around the world, which will reach 1,000 learners in 2022; launched a support scheme offering mentorship for 25 prospective Oxford graduate applicants per year from forced displacement backgrounds.

The Hub's work has contributed to the development of the University's work relating to the international dimensions of EDI and graduate access, and towards the conceptual development of a new 'refugee' strand of Academic Futures.

Find out more at: [www.qeh.ox.ac.uk/news/new-hub-support-refugee-led-research](http://www.qeh.ox.ac.uk/news/new-hub-support-refugee-led-research)



# Challenges and Changes in Physics

**WINNER: Promoting Awareness** 

## Challenges & Changes in Physics

*Challenges & Changes in Physics* was founded in September 2020 to raise awareness of the challenges posed by the lack of diversity in physics and promote changes the department can make to build a community that is more diverse, equitable and inclusive. It began as a series of events with speakers from a wide range of backgrounds and now includes a monthly reading group which meets to discuss EDI topics and consider concrete changes that department members can themselves realise and advocate for.

The six talks have attracted almost 700 participants and over 1,000 views of the recordings. They have been held online, which has allowed people to ask questions anonymously and share things they might not have felt comfortable expressing in person. Participants have sought to learn how they can best mentor people from marginalised backgrounds when they do not have first-hand experience of their struggles, interrogated department attitudes and initiatives and shared their own experiences of feeling excluded.

The programme has supported the establishment of a strong department network of people interested in EDI and has resulted in the development of a race equality action plan and other examples of tangible change, such as clearer signposting of the accessibility of different meeting rooms.

Find out more at: [www.physics.ox.ac.uk/challengesandchanges](http://www.physics.ox.ac.uk/challengesandchanges)





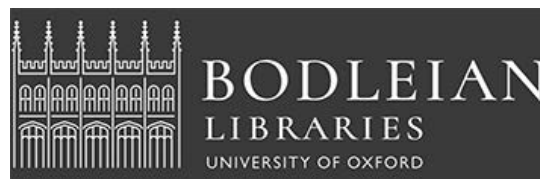
### Beyond the Binary

*Beyond the Binary* aimed to bring LGBTIAQ+ voices into the Pitt Rivers Museum's public programme, working with partners to undertake research into the collections, develop a plan to collect new material and curate displays to better represent diverse lived experiences. The major output of the project is an exhibition, co-curated with a wide range of community representatives. Items from the exhibition will be woven into the Museum's permanent displays, with new interpretation from community partners, to present nuanced discussions around gender and sexual identity, LGBTIAQ+ experiences, and power and agency.

The project has worked with over 60 individuals and groups who identify as LGBTIAQ+, empowering them to share their own stories, in their own words and on their own terms. It has shared learning and audience feedback on its Twitter account to encourage and support others undertaking similar work and has attracted international interest. Over 600 young people have participated in guided tours and facilitated talks; hundreds more school children have visited the exhibition and benefitted from the downloadable resource pack. From June 2021 to the end of February 2022, 41,190 people visited the exhibition, making this the Museum's most visited exhibition yet. The end date was extended to June to allow more people to visit.

Find out more at: [www.prm.ox.ac.uk/beyond-the-binary](http://www.prm.ox.ac.uk/beyond-the-binary)





### Changing the Narrative

*Changing the Narrative* ran from January 2019 to December 2021 and sought to address gaps in the Bodleian Libraries' collections, to build inclusive and relevant collections for readers and their academic needs. The project was a response to findings that relatively new areas of study such as LGBT+ Studies or BME Studies were not well represented in the collections and that additions to the collections were largely reactive, with no over-arching strategy or examination of the overall collections.

Among its activities the project: created reading lists on equality themes, including a resource list of anti-racist educational resources, which has had nearly 2,000 views; successfully advocated for the creation of an EDI book fund, which has purchased 155 books; trialled and invested in online databases and academic resources, which have been searched over 85,000 times; and worked with site libraries to create book displays and social media posts during equality history months.

The project has raised the profile of EDI amongst library staff and demonstrated the need for the library to take a proactive approach to building inclusive and equitable collections. Feedback from readers has been overwhelmingly positive and the project has made a tangible contribution to creating an inclusive University culture.

Find out more at: [libguides.bodleian.ox.ac.uk/changingthenarrative/home](https://libguides.bodleian.ox.ac.uk/changingthenarrative/home)





### **Mfano Africa-Oxford Mathematics Virtual Mentorship Programme**

The Mfano Africa-Oxford Mentorship Programme explored the potential for a postgraduate outreach mentoring programme focusing on pre-PhD mathematicians from across Sub-Saharan Africa and aimed to increase the number of Black African students making quality applications for postgraduate study at Oxford and elsewhere.

While originally envisaged as an 'airlift' for two students to visit Oxford, Covid travel restrictions saw the pilot develop into a two-month remote study programme. A cohort of 11 competitively recruited final year undergraduate and Masters students based in Sub-Saharan Africa, were provided with an opportunity to work on a research project with Oxford-based mentors, offered a range of career development training sessions and given advice on putting together graduate applications.

As well as supporting the students directly, the programme enabled postdocs and postgraduate research students to develop supervisory experience by advising on mini projects for the students engaged on the programme. Several of the mentoring relationships have continued.

Pre- and post-programme surveys show that the programme had a positive impact, for example, on the students' confidence to write an independent research report and to make an application for postgraduate study. The programme will run again in summer 2022 and discussions have started to widen the programme to two other MPLS departments this year.

Find out more at: [sites.google.com/view/mfano-africa/activities/airlift-program](https://sites.google.com/view/mfano-africa/activities/airlift-program)



The Equality and Diversity Unit provides specialist advice to help the University meet its commitment to foster 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. We:

- Provide general advice and support on EDI legislation and policy, strategy development, equality analysis and positive action
- Provide specialist advice for disabled staff and their managers
- Run the University's Harassment Advisory Service and the Harassment Advisors' Network
- Support networking and the sharing of good practice

Visit our website: [edu.admin.ox.ac.uk/home](http://edu.admin.ox.ac.uk/home)

Email us: [equality@admin.ox.ac.uk](mailto:equality@admin.ox.ac.uk)

Sign up to our fortnightly e-bulletin by sending a blank email to:  
[edi-hub-newsletter-subscribe@maillist.admin.ox.ac.uk](mailto:edi-hub-newsletter-subscribe@maillist.admin.ox.ac.uk)







[www.ox.ac.uk/vc-diversity](http://www.ox.ac.uk/vc-diversity)  
[edu.admin.ox.ac.uk](http://edu.admin.ox.ac.uk)