

Equality, Diversity and Inclusion: Working Group Updates - November 2017

Athena SWAN/Gender

Athena SWAN University Submission

The submission document, including a very detailed Action Plan, is nearly finished. As well as being reviewed by the whole Self-Assessment Team, it has been sent to the Chair of EDC, the Provost, the two Vice-Provosts, all the Athena SWAN leads from the academic departments and an external active Athena SWAN assessor, for comment. It will be submitted on or before the due date of 30 November and the result will be announced in April 2018.

Athena SWAN Departmental Submissions

We are delighted to report that since the last EDC, the University now has two more departments that hold an Athena SWAN award. The Department of Computer Science gained a Bronze Award and The School of Biosciences and Medicine gained the University's first Silver Award. Chemical Process Engineering (CPE), Economics and Hospitality and Tourism were unsuccessful this time around. Our thanks go to all colleagues who were involved in these submissions.

Feedback from the unsuccessful submissions was discussed at a recent Athena SWAN Departmental Leads meeting, Michael and Julie also accompanied two colleagues from CPE who received face-to-face feedback from the Charters Team at the Equality Challenge Unit. The learning outcomes from the feedback will be fed in to future departmental applications.

The School of Health Sciences are due to submit a departmental submission for a Silver Award on November 30th 2017. The application process has progressed well under the leadership of Professor Sara Faithfull.

Looking further ahead, The Centre for Environmental Sustainability and Electronic and Electrical Engineering will be submitting renewal applications in April 2018, at Silver and Bronze levels respectively. 'English and Languages' and Politics and Law (joint submission) will also be submitting in April 2018.

Civil and Environmental Engineering, Chemistry, Music and Media, Psychology and the School of Veterinary Medicine all hope to apply in November 2018.

International Women's Day

The 'Platinum Event' for International Women's Day (8th March 2018) has been selected. The event is based around a group of Suffragists – 'Ferguson's Gang', who were based in nearby Shalford. This event will commemorate the advent of Women's Suffrage in 1918. Music and Media and English and Languages are the lead departments, the event will be held at the Ivy Theatre and will be a multi-arts event, including drama, poetry, singing and more! Angie Cousins, in her new role as Head of E+D projects will be leading on this project for the People, Culture and Inclusion Team.

Disability

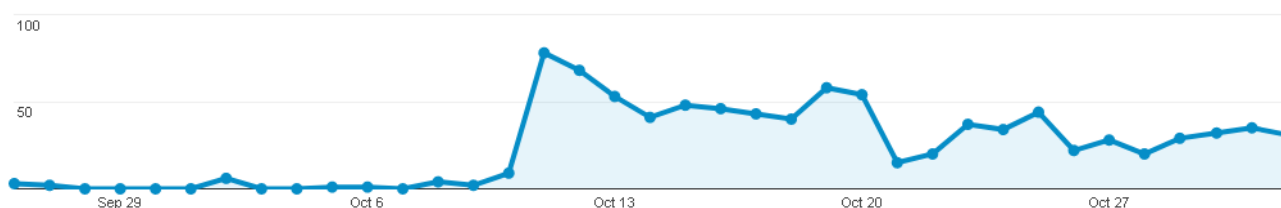
1) DisabledGo

Working in partnership with DisabledGo, we have created 90 Access Guides for buildings and routes on campus. (DisabledGo is a leading provider of accessibility information for people in the UK). The access guides were officially launched along with the AccessAble app (for Android and Apple) on Wednesday 11 October at a bitesize briefing event, which was well attended by an audience of over 100 staff and students.

The detailed access guides, which can be viewed free of charge by students, staff and visitors, provide a graphical summary of our buildings and their accessibility using access icons, together with photographs and information detailing the key features of a particular venue. The guides include useful information such as: where a department is located in relation to the main entrance; car parking space locations; whether there is lift access to other floors; where the accessible toilets and ramps are located; colour contrasts and where hearing loops are available. The Estates dept will continue to work with DisabledGo to ensure the guides are kept up to date as the estate develops. The Equality and Diversity Team will continue to promote and oversee the strategic development of this initiative as part of the University's overall work towards equality for disabled staff, students and visitors.

University of Surrey – DisabledGo Website Statistics

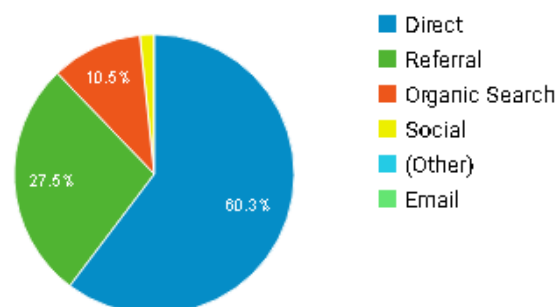
Representing users from 26th September 2017-1st November 2017



Total Individual Users:	776
Total Sessions:	904
Total Access Guide Views:	2,669

Traffic

Direct to DisabledGo:	60%
Referral from www.surrey.ac.uk :	27.5%
Search Engines:	10.5%
Social (Twitter, Facebook etc):	2%
Number of downloads of App:	60



Benchmarking

One University that is slightly larger than Surrey, is very well linked and long established with DisabledGo has had over 1400 unique users and over 4000 views of their guides in the last 12 months. Another, which is slightly smaller and has fewer links had 750 users, and finally one which is larger than Surrey but does not link to the guides from its webpages at all had 200 users. At Surrey

we will continue to promote the guides at every appropriate opportunity. DisabledGo will provide quarterly statistics and a full analysis annually.

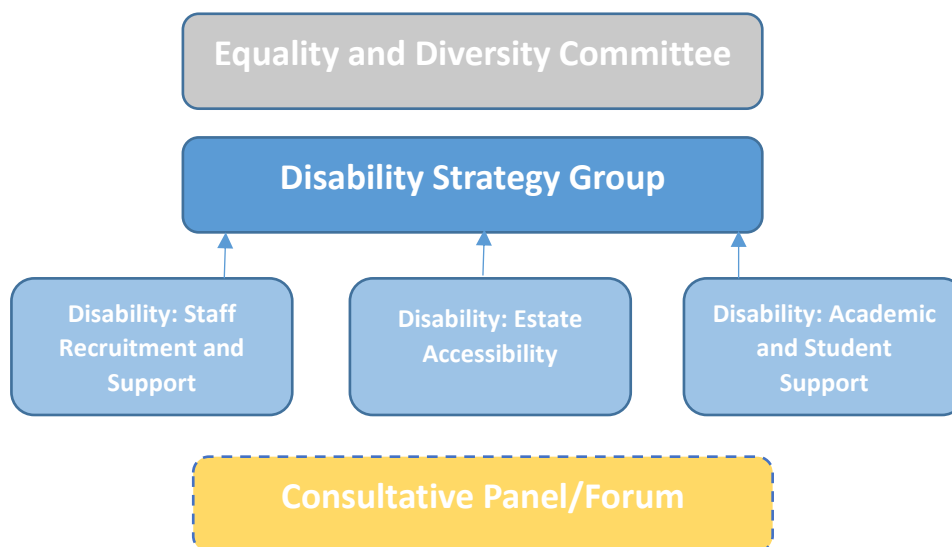
2) Disability Confident Scheme

The University has signed up to the Disability Confident Scheme (Level 1 - Committed) which is managed by the Department for Work and Pensions. Over the coming year, this will steer our work around recruitment and support for members of staff who have a disability or long term health issue. As a Disability Confident Committed Employer we have committed to:

- Ensure our recruitment process is inclusive and accessible;
- Communicate and promote vacancies through a range of channels;
- Offer an interview to disabled people who meet essential criteria;
- Anticipate and provide reasonable adjustments as required;
- Support any existing employee who acquires a disability or long term health condition, enabling them to stay in work;
- At least one activity/initiative that will make a difference for disabled people.

3) Disability Working Group

Moving forwards into 2018, we are reviewing the structure of the Disability Working Group to ensure maximum impact and positive outcomes for our work towards accessibility and inclusivity for people with disabilities and long term health needs.



Disability Strategy Group

A strategic group comprising key representatives of relevant business areas and the Chairs of each disability sub group: Estate Accessibility; Staff Recruitment and Support; and Academic and Student Support Services. This group will continue to report to the Equality and Diversity Committee.

Sub Groups:

- **Disability: Estate Accessibility**

Objective: To create an accessible, inclusive physical environment which enhances the student, staff and visitor experience.

- **Disability: Staff Recruitment and Support**

Objective: To ensure recruitment process is inclusive and accessible, to anticipate and provide reasonable adjustments as required and to ensure support for any existing employee who acquires a disability or long term health condition, enabling them to stay in work. To implement actions towards criteria set out in Disability Confident Scheme.

- **Disability: Academic and Student Support Services**

Objective: To enhance the student experience for all students with disabilities and long term health needs through provision of appropriate adjustments and high quality services in academic and student support activities.

Next steps: Proposal to be discussed further with the Disability Working Group on 14th December with a view to implementing an agreed new structure in the New Year.

- **Consultative Panel/Forum**

A consultative forum will be established to ensure that members of the University community who would like to be involved in the consultation and involvement process for various ideas/initiatives will be called on to participate as required. There are a number of members of the current Disability Working Group who may wish to join this forum if not one of the sub groups.

4) Accessibility Budget

Chair and Deputy Chair of the Disability Working Group (Shirley Price and Peter Brinkley) are working with Finance (Phil Grainge) to identify University expenditure on reasonable adjustments. The £40K budget which currently sits within Estates has not been reviewed for many years and departments and faculties are spending money on adjustments outside of this budget. The Working Group wants the University to have a better grasp of how much is spent overall so that we can monitor and manage the resources accordingly.

Faith Forum

The Faith forum is likely to be renamed as the Religion and Belief Forum, in line with the Equality Act 2010. The new format will be less strategy and policy influenced but will focus on the experiences and needs of religious/belief groups.

The last forum was used to raise awareness of upcoming Hindu festivals and Jewish festivals. Interfaith celebrations will take place for 10 days during November. VP Voice and VP Community will be organising some events on behalf of the Students Union. Hindu Chaplain Mita Joshi and Riddish Mistry from the Indian Students Association outlined key Hindu Festivals: *Navaratri (The Festival of Dance)*; *Diwali (Festival of Light)*; and *Holi (Festival of Colours)*. There will be collaboration with Kingston University for some events.

Alex Goldberg, Jewish Chaplain outlined upcoming Jewish festivals: *Rosh Hashanah (Jewish New Year)*; *Yom Kippur (the holiest day in the Jewish calendar)*; and *Sukkot (a festival marking the Autumn*

Harvest). Discussion took place about the need to provide a quiet or service space for people during Jewish fasts.

There was also discussion about the need to improve awareness: it is intended to organise a Bitesize Briefing to celebrate the launch of the refurbished Quiet Centre in the New Year. The aim will be to raise awareness of the work of the Chaplaincy, introduce all of the Chaplains, identify the different religious communities and highlight key information about each faith represented. Also looking at providing a diversity calendar or diary for line managers and tutors so they can improve their understanding of religious commitments for staff and students.

The Policy on Religion, Belief, Values and Practices has also been finalised and aligned with student regulations. This has been sent to EDC members for comments/approval prior to being published and implemented.

LGBTQ+ Equality Working Group

An Intersex Awareness event was held in October, there was a variety of talks from activists and academics, including Surrey's Peter Hegarty.

It has been agreed that a Transgender Policy Task and Finish Group will be set up to deliver a new Transgender Policy. This group will comprise of a wide range of internal stakeholders including Admissions, Student Records, HR and Student Services. This will follow on from agreement of the Naming Policy which will then link in to the new Transgender Policy.

Transgender Day of Remembrance (20th November) was marked by the flying of the Transgender Awareness Flag and an event organised by the LGBT+ Student Society.

A 'Let's Talk about Sexuality' event, organised by the Student Union, was held on the 11th of October in Hari's Bar, this comprised an open panel of speakers with a focus on consent and confidentiality and was also in connection with National Coming Out Day and Sexual Health and Guidance (S.H.A.G) week. The event was a success and will be repeated with greater effort in targeting a variety of audiences, possible in the style of a Bitesize Briefing.

Planning for events for LGBT History Month is well under way. A 'Queer History Walking Tour' in Guildford will take place in February. The event will be in collaboration with the Surrey History Centre located in Woking and the Guildford Museum. There will also be an LGBT History Month exhibition curated by the Surrey History Centre and a display of the University's LGBT related archive material in the library.

An 'LGBT and Mental Health' event is being planned to raise awareness of the mental health difficulties faced by the LGBT community. This will be delivered in conjunction with the Centre for Wellbeing.

Stonewall Workplace Index 2019 – Michael has been liaising with the University's Stonewall Workplace Champion Account Manager – Jess James. Work will begin in earnest in the New Year as the University progresses towards its submission for the 2019 Index (the submission will need to be delivered in Autumn 2018).

Helen Griffiths has agreed to be the Executive Board lead for LGBTQ+. Katherine Hubbard and Michael Hassell will be meeting with Helen soon, to discuss priorities for the coming year.

Race Equality Charter Mark

The Student Survey for the Race Equality Charter Mark (RECM) is being run again, as part of the University-wide student survey that has replaced i-Grad. Once completed the results will be collated, analysed and appropriate focus groups will be set up.

The free-text comments/results from the Staff Survey for the RECM are currently being analysed, the results will be included in the submission narrative and appropriate action points will be created.

The RECM Self-Assessment Team is now meeting monthly and the working groups that are focussing the various sections of the application are also meeting. The main focus of the working group meetings is currently the relevant data. Angie Cousins, in her new role as Head of E+D Projects, is working with the working groups to assist them in turning their assessment of the data in to a narrative for the submission.

At the recent meeting of the RECM Self-Assessment Team, there was a wide ranging discussion on an initiative highlighted by Angie – ‘Liberating the Curriculum’. This initiative looks at widening the focus of the curriculum that is taught in universities, to ensure that it is as inclusive as possible and truly representative, especially with regard to ethnicity and gender. It was agreed that this issue needs to be addressed at the curriculum planning stage.

Susan Lee, Head of Equality & Diversity at Royal Holloway College, will address the RECM Self-Assessment Team meeting in January 2018. Susan will share her experience of the application process as one of the eight universities who hold a Race Equality Charter Mark Award.

Many events were held to celebrate Black History Month in October. The Student Union organised a series of events and three events were also organised by the Equality and Diversity Team. ‘Black Roles in the Theatre’ was a panel discussion organised in conjunction with Trevor Rawlins from GSA.

Vince Emery interviewed four Black Asian Minority Ethnic (BAME) academics, who work at Surrey, for the event - Overcoming Barriers in Higher Education: The Academic’s Perspective. At a separate event, Rotimi Akinsete interviewed a Surrey Alumnus, Kanyo Dike-Aduah and Naomi Kellman, a senior member of staff at RARE. This event was entitled Overcoming Barriers in Higher Education: The Student’s Perspective.

A fourth event organised by the Sociology Department will take place on the 4th of December. The event will be a conference looking at the Sociology of Race and has been organised by Maria Adams. A series of external speakers have been invited to contribute.

EDI Team, 21 Nov 2017