

# Diversity Matters

THE E-NEWSLETTER FROM THE EQUALITY AND DIVERSITY TEAM

ISSUE 5 – May 2016

## Spotlight on our Equality and Diversity Champions

**Katy Sawyer**, VP Community and **Jack Paulley**, VP Support



Both of us started studying here back in 2011, Katy studying Law and Jack studying Civil Engineering. Over each of our four years of studying we have seen big changes in the way the University addresses the issues surrounding equality and diversity. This past year, whilst working full-time in the students union, we have gained a fantastic opportunity to be right at the very heart of the agenda.

Day to day Katy's role is to lead and manage the Community Zone and is responsible for bringing the student community together, integrating the student community into the local community, and ensuring that there are volunteering opportunities available for all students. This involves taking a lead on the entertainment & social activities on campus, welcoming new students and creating opportunities for students to participate in the local community.

Similarly, Jack's role is to lead and manage the Support Zone which is designed to work alongside, publicise and develop the University's support services to help improve the quality of life for everyone studying at Surrey. Whether the issue regards accommodation, finance, race, religion or wellbeing, the Support Zone is there to provide a helping hand and represent the student body on all of these areas.

We both sit on the University's Equality and Diversity Committee and play a very active role in representing the students at the highest level possible on every topic that falls within this remit. Additionally we have the pleasure of sitting on all the subcommittees that represent disability, faith, LGBT+, race and gender. By working with students across all years and programmes, we come armed with the messages and feelings that they want represented.

## Athena SWAN Success



### Charter for women in science

Recognising commitment to advancing women's careers in STEMM academia

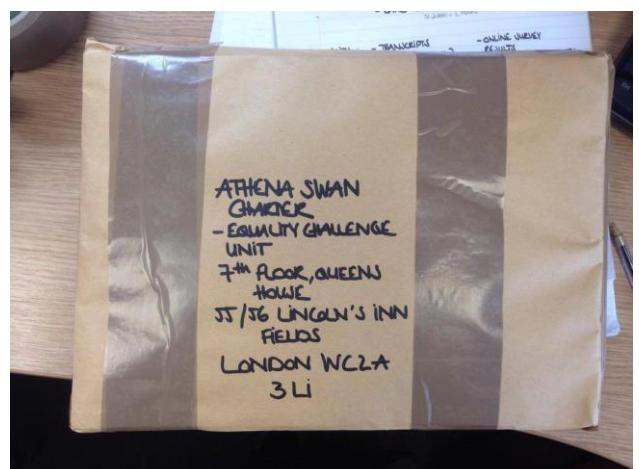
The University Athena SWAN Self-Assessment Team have been working with colleagues across the University to submit an application to renew the Athena SWAN Bronze Award (first achieved in 2012). This application was submitted to the Equality Challenge Unit on the 27th of April 2016, we will be notified of the result in November. The Executive Board leads, Lisa Roberts and Vince Emery are very grateful for all the hard work in putting together our renewal application. The Submission included a 36 point Action Plan in support of gender equality, we recognize that we have a lot of work to do to make this Action Plan a reality, to enable us to show progress and deliver impact.

Four departments – Electronic Engineering, The Centre for Environmental Strategy, Biosciences and Medicine and Health Sciences have held Departmental Bronze Awards since November 2014. Building on this success, they have now been joined by Mechanical Engineering, Steve Ogin and his team learnt of their success late last month. Psychology and Civil and Environmental Engineering missed out on a Departmental Bronze Award this time but we do hope they decide to apply again, we will continue to support them to build on the work already undertaken, to ensure success.

Helen Treharne and her team in the Department of Computer Science have submitted a Departmental Application this time round. Again, the result is expected in November this year.

Looking ahead, we have a number of departments who are considering applying for a Bronze Departmental Award and we also have our first department who are going to apply for a Silver Award – Health Sciences. In addition to this, nearly all departments have now identified an Athena SWAN lead, they will spearhead their departmental applications in the future.

If you have any questions about Athena SWAN, please contact [Michael Hassell](#) (x2517).



# International Day against Homophobia and Transphobia 2016

To celebrate International Day against Homophobia and Transphobia we will be showing the film Pride on Tuesday 17 May 2016 at 5:30pm.

This is a film that tells the true story of a London based gay and Lesbian group lending their support to striking coal miners in 1984 Wales.

The Equality and Diversity Team would welcome any suggestions for 2017 events.

Please email your suggestions to [equality-diversity@surrey.ac.uk](mailto:equality-diversity@surrey.ac.uk).



**IDAHOT:** International Day Against Homophobia and Transphobia

To find out more about the LGBT Equality Group at Surrey visit:  
[surrey.ac.uk/equalityanddiversity/about/groups/lgbt](http://surrey.ac.uk/equalityanddiversity/about/groups/lgbt)

@QueerinSurrey



## WellFayre 2016

On Thursday 5 May, staff and students attended Surrey's first WellFayre – a joint initiative of the Students' Union, the Equality and Diversity Team and the Additional Learning Support (ALS) Team to celebrate health and wellbeing, as well as raising awareness of both seen and unseen disabilities.



Offering a variety of free events and activities, this feel-good day was designed to help visitors to relax, get active

and expand their knowledge. There was something for everyone – from riding smoothie bikes and playing with Surrey Guide Dog puppies, to visiting the 'Impressions' exhibition at the Lewis Elton Gallery, playing with Lego and attending an enlightening talk about disability and faith.

There were also a range of free workshops on offer, covering mindfulness, eating disorders, drug awareness, learning difficulties and acupuncture – all of which were very well received and attended.

As part of our commitment to supporting every individual and their needs, we hope to host the WellFayre on an annual basis and to continue providing a variety of health, wellbeing and support services for staff and students.

Thank you to everyone who was involved in delivering this vibrant and exciting day.

## Campus Accessibility Tours

At the University of Surrey we believe that people of diverse abilities should be able to use our buildings and environment comfortably and safely, as far as possible without special assistance. We want our students, staff and visitors to be able to find their way easily and understand how to use routes through buildings and facilities such as lifts. Given the wide diversity of the population, a universal design approach, which caters for the broadest range of users from the outset, can result in buildings and places that can be used and enjoyed by everyone. That approach eliminates or reduces the need for expensive changes or retro fits to meet the needs of particular groups at a later stage.

In order to make our facilities available to all, the University of Surrey has implemented a programme of works to improve physical access for people with disabilities.

As part of this process, regular Campus Accessibility Tours take place in the Spring and Autumn each year. In March 2015 a tour took place on the main campus, and in December 2015 we visited the School of Veterinary Medicine. With support from disabled staff and student representatives, a group consisting of members from Security, Health and Safety, Equality and Diversity and the Additional Learning Support teams paid particular attention to the potential impact on mobility impaired, hearing and visually impaired users.

The group's report highlighted positive aspects such as improved provision of disabled car parking, well selected handrails positioned at perfect height, appropriate height of tables in study areas, smooth thresholds into the disabled toilets and into the lifts, and provision of

removable seats and desks in the lecture theatres. The report also raised a number of areas where improvements could be made.

Campus Accessibility Tour feedback is fed directly to Estates and Facilities Management and captured in a Disability Access Matrix. The following improvements have been undertaken over the past year:

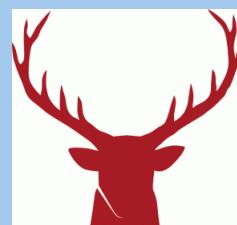
- The missing handrails on the external steps between Senate House and Robert Boyle Building have been replaced by a centrally mounted dual continuous stainless steel handrail costing £6270.
- We carried out further work to improve the access to Twyford Court E, D, and F and G, H and J by installing dropped kerbs costing £12,500.
- New hearing loop equipment has been installed in 03MS01, Lecture Theatres D, G and E at a cost of £12,204.
- Updated signage has been placed in the lecture theatres specifically for disabled people at a cost of £2186.
- The tills in Hillside restaurant now include a visual display which assists everybody but particularly customers with a hearing impairment.

We have a continual programme of improvements in place. Wherever there are challenges we will work with individuals to overcome them and to provide safe and independent access. We wish to engage all members of the campus community to make improvements for the benefit of all.

**If you would like more information or would like to get involved please contact: [equality-diversity@surrey.ac.uk](mailto:equality-diversity@surrey.ac.uk)**

### In Next Month's Issue

- » Spotlight on Julia Riemensperger, our Equality and Diversity ERASMUS intern
- » Update on Dignity at Work and Study
- » Progress Report from the Religion and Belief Survey



The University of Surrey  
**Students' Union**