

EDI Annual Report

2019 - 2020

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Overview

The period since September 2019 has presented significant challenges, but has also seen an impressive level of activity and development of maturity of delivery of the EDI Strategic delivery plan.

The approach taken to EDI is to embed activities within different business units and faculties across the University. This report provides a summary of some of the key activities which have been delivered since September 2019. There are many other activities beyond those summarised here which have also made a significant contribution to our EDI ambitions, but the work presented in this document alone represents an enormous contribution.

I would like to take this opportunity to thank all of those who have been involved in the work to support EDI within UoN. The community of practice and supportive ethos which has emerged is truly impressive, and is making a really big difference to our staff and students. Thank you.

Sarah Sharples, PVC for EDI and People. January 2021.

EDI-Related Strategic Development Activities

Staff Networks Review

The staff networks review focused on allocating budget to each network, protecting time for key network leads and developing and deploying a succession planning approach for key network roles. In addition, the networks asked for administrative support for network-led away days, events and activities. The below is a summary of outcomes following the review.

Each of the five EDI staff networks were allocated an annual budget of £500 for the academic session 2019/20. Network Chairs/Co-Chairs have full devolved responsibility for budget spend. These budgets were reviewed in July 2020 and the annual budget allocations for academic session will be in line with the University-wide 15% budget savings required across all areas.

Due to Covid-19 and resultant implications on resource and budget it has not been possible to allocate dedicated administrative support for the networks at this time. HR have provided a point of contact for the staff networks, to deliver ongoing support to the network chairs/co-chairs.

In January 2020, the PVC EDI&P confirmed that staff who continue / take on network leadership roles would be given time to undertake their network role, i.e. 50 hours for chair; 30 hours for deputy-chair; 40 hours each for co-chairs where applicable.

This commitment is confirmed to respective line managers as chairs / co-chairs change / rotate.

HR provided support to pilot a succession planning approach for staff networks. This included a call for applications to take on network chair role(s) and piloting a mentorship scheme for the LGBTQ+ staff network. We now have a sustainable succession planning approach which can be adapted as required to suit their respective networks, noting all network structures are different.

Disabled Staff Support Review

The Review of support for disabled staff was completed in June 2019 and [published in February 2020](#). Over the coming years we will informally review the impact of this work, with the aim to continue to improve the support that is given to disabled staff.

- We have developed and deployed an accessible [toolkit for supporting disabled staff](#) which contains training, guidance, helpful links, FAQ's and tips for staff who have a disability and/or are neurodiverse. Specific elements focus on providing managers with information and guidance to enable them to provide better support. Accompanying webinars delivered to the HR team have ensured that the toolkit is understood and actively used/promoted to support managers.
- Work has started to define an approach to **onward share disability declarations** to line managers to enable them to have greater knowledge of the disabilities of staff in their team. This will enable them to provide better support going forwards. Through 2021 we plan to start to onward share disabilities declared during recruitment and to deliver a pilot project to onward share declared disabilities for a defined group of staff. This pilot will then inform our longer term roll out plans.

Dignity Policy Review

In the Autumn of 2019 Internal Audit conducted an audit of the Disciplinary, Grievance and Dignity policies; the results of this audit were delayed due to Covid-19. A recommendation of this audit was that the Dignity and Grievance policies are merged. There is now a working group writing a new policy and considering how this will affect student complaints against staff. The Internal Audit Action Plan has a deadline of the new policy being implemented, following consultation with stakeholders and trade unions, by September 2021.

Online Misconduct

The year 2019-20 continued to build on the work that has been carried out in support of Equality and Diversity matters in relation to students – although this work was significantly impacted by the Coronavirus pandemic. The established governance structure through the Student EDI board who report in turn to the Equality, Diversity, and Inclusion Committee continues to operate successfully in ensuring that student concerns can be highlighted and in providing a route through which faculties and professional services can access the voice of students in the EDI networks. The group continues to be driven through priorities as captured in the Student EDI Action Plan. This ensures that work continues across the years in spite of annual network leadership changes and the challenges that occur when those network leaders are volunteering their time alongside their academic commitments.

Stronger Together

2019-20 saw the completion of our Stronger Together campaign videos with the video from the Disabled Students Network launched in December 2019 and the video from the International Students Network launched in March 2020, one week before the national lockdown.

These videos – scripted by and starring students from those specific networks – have been well-received across the institution and externally. As well as being used in general promotional activity, they have been embedded into training activities and are used by staff when discussing EDI issues with their students.

Our intention was that 2020-21 would see the launch of videos around Faith and Belief, and Social Class, as well as a Club and Society specific EDI video as part of the series. However, all work on these videos had to cease due to the difficulties in generating the content itself as well as saving challenges that had to be addressed within the Campus Life division. Whilst this is disappointing, the intention is to revitalise this once we are through the pandemic era. We will also need to revisit the first videos published (from the Women's network and the Mature Students' network) to ensure that they are still appropriate and not out of date.

Stronger Together Campaign – International Students Video



In March 2020, as part of the Stronger Together Campaign, The University of Nottingham launched the International students video. The UoN student community is an incredibly diverse one, comprising a vast range of identities, backgrounds and lived experiences. There are some commonalities that we all possess but there are also things that set us apart and make our experiences very different. For this reason, the University of Nottingham launched the Stronger Together Campaign. The message the UoN strongly supports is that students might be from different backgrounds and identities, but the University of Nottingham is one community and together we are stronger.

Stronger Together Campaign – Disabled Student Videos



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Black History Month

In addition to the high volume of work that has taken place in relation to the Race Equality Charter, delivery of activities for Black History Month stepped up a level in 2019-20, with the Students' Union in collaboration with colleagues inside and outside of the University, creating the largest programme of activities to date. This has followed through to the programme in 2020-21, demonstrating that this was not a one-off, but a new minimum standard in terms of the scale and range of activities that students would deliver, even in the face of a pandemic.

Black Lives Matter

The killing of George Floyd in May 2020 resulted in students and staff members raising their voice to ask that a number of areas within the University be addressed to improve experience for black people at the institution. Whilst some of the areas highlighted overlapped directly with work that was already being carried out in relation to the Race Equality Charter, a number of points required new interventions to address. The creation of the "You Said, We Will" action tracker highlighted actions that the University would commit to with regard to the degree awarding gap, our harassment and hate crime reporting systems and protocols, training and development opportunities, decolonisation of the curriculum, engagement, representation, and progression, recruitment processes, listening to the black voice on campus, communication of progress towards change, the need to look beyond the University Park campus, and how we can utilise Black History Month to recognise success.

Rainbow Crossings

Responding to a campaign request by the Students' Union's LGBT+ officer, colleagues from Campus Life, Estates, and the Students' Union with support from the University Equality, Diversity and Inclusion committee, installed 3 rainbow crossings on University campuses – one at University Park, one at Jubilee campus, and one at Sutton Bonington – in February 2020.

These crossings have been hugely positively received with students noting the demonstrable, visible commitment the institution is showing towards students from diverse backgrounds. The installation also received positive press attention, enhancing the University's reputation outside of our community.

The project is not fully complete as the installations of plaques near the crossings explaining their purpose and when they were installed has been delayed as a result of the pandemic. But this will be completed in due course.

RAINBOW ZEBRA CROSSING



The University of Nottingham is a strong supporter of equality, diversity and inclusion (EDI) for all its people. There is a strong commitment in embracing the principles of EDI and applying them in the daily activities. Part of the EDI Strategic Delivery Plan is enhancing the experience that students gain, through an increasingly diverse student population and delivering a happier and more effective institution. The University has already made significant progress in fostering an inclusive culture, but it is very keen to keep working to improve and enhance it.

Taking inspiration from the Rainbow Roads installed in Hockley the University of Nottingham showed support and solidarity to its LGBT+ community and its minority groups by implementing its own rainbow installations in all its three UK Campuses.

The colours used on the crossings are the same as those in the Pride flag which is used around the world to show support with the LGBT+ community. The University of Nottingham added also the black and brown stripes to recognise the intersectional relationship between the LGBT+ and BME community.

A statement like this will contribute towards fostering a welcoming atmosphere at the University. It will demonstrate that the University is taking the steps to ensure that its ethos is one of inclusion and representation for minority groups. It will also help the University of Nottingham to achieve one of the core goal of its EDI Strategic Plan and will benefit the community of staff and students creating a more inclusive working and studying environment.

Sutton Bonington Campus

Jubilee Campus



RAINBOW ZEBRA CROSSING – BLACK AND BROWN STRIPES



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Anti-Abortion / Pro-Choice Campaigning

2019-20 saw the Students' Union operating for the first year post the creation and affiliation of the Nottingham Students' For Life group. The affiliation of this group created widespread concern from some student diversity and campaigning networks and led to a range of campaign activities from the Women's network and other student societies on matters of reproductive health and students' rights to choose.

In the end after a large amount of concern about the nature of the group and its activities, students were able to reach a sensible accord in terms of presenting their opposition whilst the group and its members could undertake planned events.

Sexual Violence Liaison Officers (SVLOs)

To further enhance the support provided to students who experience harassment and sexual assault, 23 staff members from across the Welfare, Support and Wellbeing, Security, and Students' Union team received specialist training from LimeCulture to become SVLOs. New standard paperwork was introduced to improve consistency of information gathering and to ensure that

students were signposted to the right support as smoothly as possible. The SVLOs work on a rota system, which was utilised even during the national lockdown, where students both at University and at home were reporting experiences that required support and investigation.

Office for Students International Mental Health project

University of Nottingham is the lead partner in this project (a collaboration with University of Leeds, SOAS, Student Minds, and a student communications and engagement company CampusLife) which will produce an online, best practice toolkit for the sector on how to support international student mental health.

Planned activity – particularly that with student groups – has been significantly affected by the pandemic, but there has been some success in the installation of both a specialist Mental Health Advisor who is working solely with International Students, and a specialist Health Improvement Officer who is creating resources for International Students. This was particularly useful when the national lockdown was implemented so that we can provide focused support for this particular group of students.

The project runs until December 2021.

Sexual Misconduct

The recommendations of the Sexual Misconduct Task and Finish Group, chaired by the PVC for Equality, Diversity, Inclusion and People in 2019, continue to be implemented. The new Sexual Violence Liaison Officers (SVLO) have been identified and trained. The web presence and profile of sexual misconduct has been updated. People and HR Committee approved the new Staff Personal Relationship Policy, Staff & Students Personal Relationship Policy and Staff & Student Personal Relationship Guidance in November 2020. These policies take a stronger stance in prohibiting relationships between staff and student; they will be live from January 2021.

Staff Health and Wellbeing

Following a staff consultation exercise in 2019 supported by a University Working Group, the Wellbeing Delivery Plan (for staff) was launched in 2020. The Wellbeing Delivery Plan outlines the key priorities in relation to staff wellbeing, with workstreams associated with these priorities being initiated in 2020. The University launched a Mental Health Service for both Staff and Students in November 2020 in recognition of the University's commitment to supporting mental wellbeing, especially during the current pandemic. A range of Wellbeing Related courses have been delivered to staff, with 547 participants in these between September 2019 and August 2020. In the last 12-months wellbeing related webinars have been delivered to 1564 Managers and Leaders. To specifically support the COVID-19 pandemic response 24 webinars were delivered to 470 leaders and managers covering various topics including supporting the physiological health and wellbeing of teams, how to work comfortably at home, managing a home working team and staying healthy whilst working at home. Moving into 2021 the wellbeing related workstreams will focus on a Workload Task and Finish Group (underway), creation of a wellbeing map and a comprehensive wellbeing communication plan to better engage staff in the University's wellbeing provision.

Gender Pay and Ethnicity Pay Gap Task Group

The Gender Pay and Ethnicity Pay Gaps Task Group was formed to collaboratively review and understand the challenges which have contributed to the Gender Pay and Ethnicity Pay Gaps at the University of Nottingham in order to review existing actions and make recommendations for where new actions could be taken to reduce both gaps in a sustainable and strategic way. The task group was formed to include representatives from a range of areas, job families and levels across the University. The group have met three times and are taking a pragmatic approach to building recommendations by looking for gaps in current actions/initiatives, most notably the current Gender Pay Gap Action Plan, Athena Swan Action Plan and the REC Action Plan. This will avoid duplication and act as an audit to ensure that current actions are appropriate. The group are currently finalising recommendations and are on track to present to the EDI Committee in February 2021.

Human Resources

Policy and Support

EDI Policy (2020) – a new and updated policy to replace our existing Equal Opportunities Policy (2011). The policy has a broader reach i.e. staff, students and those representing the University (this include volunteers to Council) and is broader in scope since it addresses diversity and inclusion elements in addition to equality. The new EDI Policy has been approved and is due to be launched early in 2021.

Menopause guide – developed in partnership with the Women's Staff Network to clarify our approach to supporting menopausal staff members. The updated guidance also incorporates the expertise of leading authorities in this area from within our academic body and is now available for all staff to access

In response to Covid-19 and the move to virtual working, HR developed an **Advice for Managers - EDI considerations guide and Wellbeing Guide** to support managers at the start of the pandemic outbreak. They were designed to highlight factors that managers should consider when supporting virtual teams and the challenges that were envisaged as we moved towards remote working. We also deployed a **remote induction guide** for newly hired staff (and their managers) to accompany a new **virtual induction platform** which provides advice for managers on recruitment and leaver processes during the pandemic to support staff virtually. The return to campus and staff returning from furlough during the summer was supported by a **Return to Operations Guide**, providing practical advice and processes including health and safety, individual health declaration information and supporting staff with concerns about returning linked to EDI considerations.

Resourcing

The 2018 Diversity in Recruitment report made several recommendations that the HR Resourcing Team have been progressing during the last 12 months.

HR have developed a behavioural-based interview skills course for all panel members and chairs to improve interview technique and consistency across the whole University as well as reinforcing key messaging on diversity and bias in our recruitment processes. Rollout began in June 2019 and has been delivered to over 1,800 UoN staff so far. Attendance on this course is now a prerequisite before taking part in staff recruitment panels. Initial analysis of feedback from course participants shows a 54% increase in their understanding of the behaviour-based approach. HR are now developing an interview technique course designed for our students who are asked to participate in staff recruitment interviews to be delivered in 2021.

The HR Team have also examined the opportunities to anonymise application data in the recruitment process. The existing anonymisation functionality in Vacancy Manager has been improved to facilitate the effective implementation of anonymous shortlisting to assist in reducing bias in selection processes. The Vacancy Manager enhancements further reduced the biographical candidate information available to those taking part in short listing decisions and introduced an anonymised long list process for high volume recruitment campaigns.

A trial of the new functionality and approach to anonymise short listing was introduced in late 2019 to run until the spring of 2020 for job families using the criteria question application approach in Vacancy Manager (APM, O&F, TS). This trial was paused when the Covid-19 pandemic significantly reduced recruitment activity at the University. HR will now conduct a further trial in early 2021 with the stated aim of adopting this as a mandatory approach for all non-academic recruitment. Once this phase of work has been completed, a second phase will consider how to introduce an anonymisation approach for academic recruitment.

Activity is also underway to develop a new recruitment microsite with branding and imaging that support our inclusive recruitment approach as well as highlighting our EDI commitment. Developed with colleagues in External Relations and an external partner, work has unfortunately been delayed due to the impact of the Covid-19 pandemic. This activity will resume for completion during 2021.

Professional Development

Professional Development (PD) continues to provide a strategically aligned, broad range of EDI training and development opportunities for all staff across the University. During March, the bulk of our training moved online and was delivered via MS Teams and this complements the existing online courses that can be accessed by staff at a time that is convenient to them. Over the past 12 months **3, 359** completed training in our range of EDI focused sessions.

With recent changes to PD personnel and movement within the team, we have proactively reconfigured our EDI training to include a focus on embedding EDI principles into teaching and learning practice. In addition, we are currently working with Faculty EDI coordinators to develop appropriate staff training on the four priorities agreed with the Pro-Vice-Chancellor for Equality, Diversity and Inclusion:

- Anti-racism
- Neurodiversity
- Hate crime, bullying and harassment
- Disability

Leadership and Management Academy

The Leadership and Management Academy (LMA) have continued to focus on supporting a wide range of staff to engage with learning and development activity. Whether this be through formalised core leadership programmes; bite-sized learning activities and events; coaching and mentoring; or on-line learning. We monitor EDI data as part of our recruitment onto core programmes and have improved engagement of staff from BME backgrounds, those with disabilities and we are continuing to work to achieve a balanced gender profile across programmes.

Core leadership programmes (2018 – 2020):

	2018/19	2019/20	2020/21
BME	20/299 (7%)	25/193 (13%)	42/314 (13%)
Gender	F 167 (56%)	F 125 (64%)	F193 (61%)
Disability	Y 9 (3%)	Y 6 (3%)	Y 15 (5%)

Coaching and mentoring (2016 – 2020):

	Coaches	Coachees	Mentors	Mentees
BME	3/78 (4%)	28/323 (7%)	8/167 (5%)	23/187 (12%)
Gender	F 52 (67%)	F 204 (63%)	F 82 (49%)	F 105 (56%)
Disability	Y 4 (5%)	Y 23 (7%)	Y 4 (2%)	Y 15 (8%)

The LMA also co-ordinates the Vice-Chancellor's mentoring programme, which is one of the VC's personal commitments to supporting senior leadership progression for those with protected characteristics. 9 mentees have joined the programme this year, bringing the total number of individuals engaging with this programme over the past 3 years to 26.

We have also developed and launched an online '[EDI at the University](#)' package of resources, which includes downloadable fact sheets, videos, interactive resources and tools to support leaders

and managers develop a greater understanding of EDI matters. This has had 1393 interactions since its launch in May 2020.

The '[Let's be clear about EDI' campaign](#) has been developed and launched by the LMA, in co-operation with EDI co-ordinators. Running from October 2020 to April 2021, the campaign aims to enable a University wide conversation at local team level about EDI matters. 12 webinars developed with colleagues from the staff networks are also being delivered from December 2020 – December 2021 focusing on a range of key EDI issues.

EDI Engagement and Events

Throughout the year 2019/20 we ran a range of EDI events which supported engagement with specific activities, issues and recognition months across the University. These activities have been delivered by a range of teams including The following sections summarise the highlights of events from 2019/20 – for September 2020 onwards our events will follow the approach as agreed following the EDI events review, described later in this document.

Recognition Months

During the academic session 2019/20, eleven centrally led events were delivered as part of a range of national programmes including **Black History Month**, **Disability December** and **LGBT History month**; and celebration, awareness or memorial days such as **International Women's Day** and **Month of the Mind**. These were attended by over 1600 people.

Black History Month 2019

Our two centrally organised events for **Black History Month** were:

- [20th Century Britain through the lens of Black American Music](#), the screening of 3 BBC documentaries – Northern Soul, The Motown Invasion and Gershwin's Summertime - directed by the British director, James Maycock.
- [Career success – the BME Experience](#), building on the successful 2018 pilot panel/roundtable discussion focused on supporting our BME staff and students. Panel members joined roundtable discussions to share concerns and challenges and identify actions to take away following group discussions.

The collage features three main promotional elements for Black History Month 2019 at the University of Nottingham:

- Career success: the BME experience**: A poster for a panel/roundtable discussion on Thursday 17 October, 4–6.30pm, in the Senate Chamber, Trent Building, University Park Campus. It is chaired by Dr Nalayini Thambar, Director of Careers and Employability. The booking link is bmecareersuccess.eventbrite.co.uk.
- 20th Century Britain through the lens of Black American music**: A poster for two screenings of BBC documentaries by Director James Maycock. The first screening is on Monday 7 October, 7.30pm, featuring 'Northern Soul and Motown Invasion' hosted by Dr Vince Wilson. The second screening is on Tuesday 8 October, 7.30pm, featuring 'Gershwin's Summertime' with a post-screening Q&A introduced and hosted by Director James Maycock. The venue is Peggy's Skylight, 3 George Street, Nottingham NG1 3BH (peggyskylight.co.uk). Admission is £3 per night, with advance booking required at nottingham.ac.uk/go/20thcenturybritain.
- Black History Month 2019**: A row of four portraits of diverse individuals, representing the community and leadership involved in the events.

152 people attended our centrally led events for Black History Month.

Other events taking place across the University included an exhibition of black healthcare leaders and trailblazers, an organ and blood donor awareness campaign, a BME leaders in healthcare

conference, film screenings, panel discussions, public lectures, a seminar on Windrush and [No time for hate](#) sessions on learning about and stopping hate crime.



Other initiatives included:

- UoN Libraries recommended reads from staff and students exploring BME culture and history
- Centre of Evidence Based Dermatology's [skin of colour resource](#) on how skin conditions can look and react differently in skin of colour and as the demographic make-up of the country changes.

Disability December 2019

During **Disability December** there were three centrally organised events:

- Back by popular demand, [Wellness in the Workplace](#), an interactive session for staff on mindful movement and breathing for anxiety led by professional pianist, Dr Xenia Pestova-Bennett;
- Briefing sessions for managers on [disability at work](#) led by Leonard Cheshire; and

- Drop-in session with Sodexo on the University's Employee Assistance Programme also including [Employee Hub](#) demonstrations.

64 people attended our centrally led events for Disability December.



As part of [International Day of People with Disabilities](#), in addition to their regular inclusive programmes for disabled students including [Men's Health Active](#), [Engage](#), [Empower](#), [supported fitness sessions](#) and [gym quiet time](#), UoN Sports offered wheelchair basketball taster sessions and a tennis club disability coaching course at the David Ross Sports Village.

Other Disability December events across the University included a seminar focussed on Taiwan's recent work to promote the work of disadvantaged groups and a public lecture on the crisis of masculinity in Nigeria, on the fringes of the British Empire.

UoN Libraries invited all library users with a disability (declared or not) to provide feedback on library spaces, facilities and services with a view to making them as inclusive as possible and providing an [enhanced library support service](#)

LGBT History Month 2020

Once again, for **LGBT History Month**, the Trent Building on University Park signalled the University's support for our LGBTQ+ community by displaying rainbow colours and the flying of the Pride flag throughout February 2020. The Pride flag was also flown at Sutton Bonington.



The University delivered four centrally organised events:

- [The Watermelon Woman](#): screening of the 1996 film featuring Cheryl Dunye, a young black film maker working in a video hire shop, following by a Q&A
- [Invisible Women](#): documentary screening telling the untold story of the North West's LGBTQ past over the last 50 years through the lens of two women's incredible journey of activism and rebellion, including a Q&A with Angela Cooper.
- [Cultures, Identities, Sexualities; what makes for an inclusive Higher Education space?](#), a presentation by Dr Max Biddulph, Associate Professor, School of Education, highlighted the polarisation of attitudes towards gender and sexual minorities globally and discussing what happens when the collision of people, faith, cultural diversity, values and attitudes inhabit the same HE space.
- [50 years of LGBT+ issues in Education: An autoethnographic retrospective](#): In a final year of a career spanning more than 40 years in education, Dr Max Biddulph used autoethnography to link 'the personal' with 'the political and 'the cultural' to trace the evolving story of LGBT+ issues and their intersection with education.

110 people attended our centrally led events for **LGBT History Month**.



The UoN LGBT+ Students Network organised a series of free events on Tuesdays throughout **LGBT History Month** on a range of topics within the LGBT+ community by educating and discussing queer narratives, one of which focused on decolonising queer spaces and was delivered in collaboration with the UoNSU BME Network.

Sam Hawkins, UoNSU LGBT+ Officer, opened the [Rainbow Roads](#), his campaign for LGBT+ visibility and representation across the various University campuses.

Other events across the University included student performers reading first-hand accounts of LGBT+ people's experience of the UK asylum process, a discussion on gender diversity and non-binary experiences, UoN libraries invited staff and students to share their recommended reads exploring the diversity of the LGBT experience and community and offered a practical workshop exploring the core concepts of diversity in writing and discussed the importance of making work inclusive.

International Women's Day 2020

For the first time an **International Women's Day** Planning Group was established to oversee the wide range of activities taking place for **International Women's Day**.

The University's two centrally led events for International Women's Day were:

- a [civic event celebrating Nottingham women](#) hosted jointly with Nottingham City Council and Nottingham Trent University which showcased a number of women academics from UoN and NTU representing Law, Sports Centre, Brackenhurst College, Engineering, Maths, Chemistry, HR, Zoology and Virtual Reality labs.
- [Who are the modern women?](#) a roundtable discussion and networking event for all staff, students and alumni who had taken unusual paths, were in unusual roles or who had fantastic stories to share on what it meant to be modern women.

Over 1,000 staff and students attended the civic event and 69 staff and students joined the roundtable discussion.



The University's trailblazing women of Nottingham exhibition, which had visited 14 different locations across our UK campuses from June 2019 to March 2020 made its final appearance for 'Who are the Modern Women?', prior to taking up its permanent home in the Monica Partridge Building in June 2020.

Seven locally led events for **International Women's Day** were supported by a new Sphere funding initiative:

- An event celebrating the representation of Women in Media (screening of Birds of Prey)
- A celebration of women, non-binary and trans people in Maths
- The annual 'Women in Chemistry' conference
- A Girls Night in (an evening of sport taster sessions, activities, competitions)
- A brunch event for staff and students in Psychology – celebrating non-academic achievements of a diverse range of staff and students (past and present)
- A celebration of women in Education
- Several events organised through a student society; a film screening (Equity), Self-defence taster session, mental health and confidence talk/workshop, Women in Business networking

Other locally led events included ***why balance is good for business***, an event for the local business community focusing on what we can each do as leaders, employees and individuals in the workplace to build a more equal environment to enable business to flourish.

Month of the Mind 2020

Plans for Month of the Mind were significantly impacted by the Covid-19 pandemic. During the first national lockdown, again back by popular demand, Dr Xenia Pestova-Bennett facilitated an online anxiety management workshop for staff via MS Teams. This workshop was adapted for the virtual work environment, focused on anxiety management in uncertain times, which introduced simple techniques to reduce anxiety, such as simple breathing, movement and focus exercises to help create an individual 'anxiety toolkit' which could be accessed in times of need. Over 200 members of staff attended this online workshop.

Covid-19 significantly impacted our ability to offer face to face events during Month of the Mind and our first truly virtual event was attended by over 200 people providing that technology can engage a wider audience and offer content for 'autoplay'. Our 2021 virtual diversity festival will enhance this approach.

EDI Events Strategic Review (Vic Waring)

A strategic review group was created to develop an EDI events strategy in order to:

- Identify practical solutions to enable a new approach to delivering EDI events
- Recommend the preferred approach going forward in order to inform the type/number of centrally led events
- Provide guidance on the ideal balance between centrally driven and locally owned events in the medium to long term to enable us to maximise the programme's impact
- Enable us to plan transition to a position whereby the programme is confirmed and promoted before the start of the academic session

The [EDI events strategy](#) recommended the following (which was approved by EDI Committee):

MISSION - For the University of Nottingham to have the expertise, flexibility and resource to plan and facilitate creative delivery of the optimal mix of centrally/locally hosted EDI events and activities to deliver maximum impact at the most appropriate time.

TARGETS - We will deliver EDI events and activities for staff, students and alumni from academic session 2020/21 to 2023/24 that:

- Promote understanding and awareness of EDI
- Celebrate diversity and promote inclusion
- Build confidence to make decisions, provide support and challenge positively
- Encourage collaboration within schools, faculties and across the University
- Share good practice and expertise from across the University
- Demonstrate effective and efficient use of resources for maximum impact

The group also proposed delivering a University-wide centrally led annual diversity festival plus complementary local events to celebrate recognition months and key EDI dates throughout the year, aligned with the festival. Our year 1 diversity festival (2020/21) should be light and virtual for staff, students and alumni.

This should be complemented by locally facilitated recognition month events throughout the year, an EDI events calendar and EDI events toolkit. Our first ever light and virtual diversity festival is now being planned (8 to 19 March 2021) alongside recognition month celebrations.

Reports from staff networks

BAME Staff Network

There were approximately 78 members prior to Sept 2019, and we had 102 members at the end of the 2019/20 academic year in the network, which was a 31% increase. The ADR from 2017 shows there were 1076 BAME staff, so our membership for the past year was about 9% of staff.

Alongside this has been the representation and involvement of network membership in a variety of roles within the university and the community on a wide range of committees, projects and initiatives. In so many cases network members have been called upon to fulfil dual roles as experts proficient in their fields of work and as spokespersons/representatives for the network.

Examples include: Race Equality Charter submission groups as leaders, facilitators and investigators, Student union matters and BME student affairs, BME awards gap enquiry and work, Nottingham Universities Historical Slavery links steering group, EDI Events Strategic Review; University Equality Diversity and Inclusion (EDI) initiatives. Network members have individually and collectively supported its members throughout the year who have encountered difficult times and direct experiences of racism and the cumulative effects of micro-aggressions.

Other highlights in 2019/20 include:

- The BME staff network organised a series of Black History Month events in 2019 including film screenings at Peggy's Skylight which examined 20th Century Britain through the lens of Black American Music. The staff network also supported the second Career Success-the BME Experience event.
- Progress made on election of new leadership. Chair of BAME Staff Network, **Dr Valerie Watson**, has stepped down after serving 12 years in the role in August 2020. Special thanks to **Ms Davina Malcolm** who has worked as the Network Secretary since 2009/10.
- The new Chair **Dr Maria Arruda**, has continued to provide a dedicated forum for BAME staff to discuss issues of specific interest / concern and act as a voice for the BAME community.
- BAME Staff Network Away Morning held on 26th February 2020. Two key objectives were to promote and grow membership of the network and to strengthen and develop links with BAME student groups. Objectives were also made to further progress in raising issues and taking proactive steps towards the development and promotion of BAME staff.
- Network voted to change the name of the network from BME* (Black Minority Ethnic) to **BAME (Black Asian and Minority Ethnic). Communications about the name change and the election of the network leadership group were in place in June and July 2020.

Particular efforts were made to advocate for BAME communities in relation to issues such as:

- Covid-19, lockdown and shifting of university focus on dealing with impact.
- Impact of Covid-19 on BAME communities. The effects on healthcare and care staff, students, deaths in the community, the exposure of the impact of health and social inequality.
- The killing of George Floyd, the Black Lives Matter (BLM) campaign, impact on the BAME community the involvement and responses of the university to the unfolding events has rightly occupied thoughts actions and discussions.
- The combined impact of Covid-19, BLM on students and staff at UoN and the emerging effects of inequalities that affect BAME people through the factors of intersectionality.

The network membership thanks all within the university and in the community who have supported the network, its work and its members.

Carers' Staff Network

Whilst the effect of the pandemic has delayed many activities of this network a MS Teams Group has been set up for the Carers' Network and monthly networking/support meetings scheduled (first Thursday of every month 12.30-13.30).

Alongside these informal monthly meetings, Julie Thomas (HR) and Tania Usherwood-Pye (HR) have delivered support that has led to the scheduling of a 'Caring for Carer's - A shared responsibility' session as part of a webinar series (January and April) and a Department for Work and Pensions workshop as part of the first annual diversity festival in March 2021.

The current Chair of the Carer's Network took voluntary redundancy at the end of July 2020 and, whilst a connection with the University has been maintained which has enabled the role to continue, the issue of succession planning and a committee structure for the network is being addressed.

It is hoped that Council will formally acknowledge the impact of the pandemic on the mental health of staff who have had the added responsibility of a caring role during this time (with significantly reduced support from external care providers) has been extreme.

Disabled Staff Network

Chairship of the Disabled Staff Network

Following Sarah Stephenson-Hunter leaving the university in March 2019, Hilary Martin kindly stepped into the role as Interim Chair. During Covid-19 lockdown events moved rapidly and in June 2020 Hilary took voluntary redundancy and thus has also left the university. This turn of events was not ideal for a planned handover. Nevertheless, the DSN network has a healthy membership and thanks to the sole efforts of Fiona Hinchley (as Acting Chair) very effectively using a robust bcc email distribution list the network remained fully functioning. Parallel to this DSN members used Mahara DSN to identify Robert Gach as the new Chair of DSN, who took up this position on his return from Covid-19 furlough in mid-August 2020, with Fiona Hinchley becoming Deputy Chair.

Julie Thomas and Tania Usherwood-Pye in the HR team have been providing and will continue to provide Robert and Fiona with ongoing support and advice during this transitional period for the network.

Forwarding resources, surveys and opportunities

The network is useful for members to share resources, we have shared:

- a Toolkit for employees with persistent pain https://www.nottingham.ac.uk/toolkits/play_24452
- invitation to join reverse mentoring
- promotion of the EDI blog
- information raising awareness of the new EDI Coordinators
- encouragement to become a Dignity Advisor

The network has also increased the use of Mahara (e-portfolio) to provide helpful links and resources. Further, Mahara was used in a novel way to ensure leadership succession happened in a transparent manner, even though membership of DSN is confidential and anonymous. The latter is still a unique attribute of this network.

Building inclusivity in specific Schools/Departments

- Feedback to the Library on the inclusivity of UoN library spaces, facilities and services.
- Member participation to represent disabled staff on committees for Schools/ e.g. requests for representatives from DSN for the Science EDI Committee, Law and Social Sciences EDI Committee, Medical School meeting.

Participation in university-wide staff consultations

- Athena Swan changes to lunch breaks/flexible working practices equality impact assessment.
- Support developing the Reasonable Adjustments Passport.
- Major input into the university-wide Review of support for disabled staff, providing case studies and giving feedback on the proposed actions.
- Let's be clear about EDI planning.
- Invited to participate in Reasonable Adjustments Passport consultation with Human Resources.

Disability December

In 2019 UoN delivered:

- Wellness in the workplace: Mindful movement and breathing for anxiety
- Briefing sessions for managers on disability at work led by Leonard Cheshire
- Drop-in sessions with Sodexo on the University's Employee Assistance Programme and employee hub demonstrations.

Robert and Fiona are advising as supporting experts for the University's first light and virtual annual diversity festival taking place in March 2021.

LGBTQ+ Staff Network

2019-20 was a year full of change for the LGBTQ+ staff network. We moved to a new committee structure with a new chair after Max's retirement trying to get more people involved in the network, which hopefully will allow the network to thrive over the next few years.

We had a successful LGBTQ history month with 4 events across different campuses including film screenings and talks, the LGBT rainbow flag was flown (and unfortunately damaged by Storm Dennis). With COVID-19 cancelling summer pride events, we did not run a pride stall or march but are looking forward to next year.

One of our key successes was moving over to a Teams based engagement structure where network members can engage with each other, share resources and get to know other members of the network across different campuses and areas of work. When Covid-19 hit we ran online coffee morning events, so people could chat and engage and provide support.

Teams has allowed for the network to be more egalitarian, allowing for members to engage on their terms and while we're planning on more events in the new year, allows for the network members to take ownership over the network.

Technicians' Network

The UoN Technician Network has three core strands of activity; 'Technician Talks', 'Technician Tours' and 'Technician Training'. In early 2020 (a working group of technical representatives from across the University came together to plan activity for the 2020 calendar year, focused around hot topics and networking opportunities. This was impacted by the Covid-19 pandemic but plans are underway to resume activity in early 2021. Other key activity includes:

- In January 2020 the University hosted the Vision for Technical Talent: One Year In event which attracted over 100 technical representatives from across the institution and provided an update on progress pertaining to the University's Technician Commitment, along with professional development and networking opportunities.
- In February 2020 the University welcomed the Science Minister Amanda Solloway who announced our new £5M project TALENT, funded by Research England, hosted by Midlands Innovation and led by the University of Nottingham. TALENT is a multi-faceted programme which provides professional development opportunities for technical colleagues across the region and beyond. A key strand of the EPSRC funded STEMM-CHANGE programme focuses on the technical community. UoN led a sector report on EDI in the technical community and designed an intervention (The Changemaker Programme) which is supporting ~30 technical colleagues from underrepresented groups in their career development.
- The creation of a Technician Sustainability Working Group led by Lee Hibbett (Pharmacy). After 12 months, this group has already shared best practice to implement a number of major energy-saving initiatives across UoN (i.e. waterless condensers that save 5 million litres of water a year, a freezer programme that saves £300 per -80oC freezer per annum). This practice is being shared with Midlands Innovation colleagues and a new MI Technical Sustainability Committee is being established.

- A new website and newsletter dedicated to UoN technical staff to ensure visibility and communication of/for technical talent at UoN and a collaboration with Digital Communications team to raise visibility of technical staff through UoN channels through 'Technician Stories' films.

Women's Network

We had been holding regular Menopause Chat meetings prior to Covid-19 lock-down which have continued every month since. Unfortunately the Sphere funding allocated for menopause and fertility support was unable to be used by year end, due to the pandemic, but we are launching a fertility support programme at the Diversity Festival. Childless not by Choice is being supported by WSN led by Denise Maclean and Charlotte Kingsbury from HR. We also have a male lead and the support groups will be open to everyone on an individual or group basis as needed. There is a Padlet set up to share personal experiences launched at the Diversity Festival and going forward support groups will be run.

WSN held an Imposter Syndrome talk by Aimee Aubeeluck attended by 80 people which had extremely positive feedback the week before Covid-19 lock-down. We donated more bags and sanitary products to the Women's Centre in Nottingham. We have held the following events: WSN Keeping in Touch Events during Lockdown, two reading groups, Tai Chi, First Steps in Bread-making and the set up and introduction of Parents Cafes. A Teams talk was held on Forced Marriage and Modern Slavery: When, and how, are they related? by Dr Helen McCabe, Politics and International Relations.

WSN have supported planning for the Diversity Festival and International Womens Day. We continue to engage with the Women's Higher Education network (WHEN), specifically their mentorship programme. Members have also been involved in representing the WSN in local Sphere activities, such as the peer to peer women's support in the Faculty of Social Sciences.

WSN put out a call for new Committee members and we had twelve apply so four were selected but two of them took VR, leaving the Committee two new members. Succession planning is scheduled for discussion at the next WSN committee meeting as well as a focus for strategic future events.

Despite the pandemic the WSN have had an active year of activities.

Local EDI delivery Reports

As part of our approach to embedding delivery of EDI there is now a strong framework of delivery of EDI activities locally within Faculties and Professional Services teams. All teams now have identified EDI leads who meet and collaborate on a regular basis, and are supported by the team of EDI Coordinators. The following reports highlights progress made in each faculty and the local Professional Services teams this year

Professional Services

Governance and Structure

In February 2020 an EDI Coordinator, aligned with Professional Services, was appointed to work alongside EDI Leads in each of the professional services departments. Regular meetings between the EDI Coordinator and EDI Leads have taken place to enable support and guidance to be provided at a local level and to cascade institutional priorities and initiatives. An MS Teams site has been created to support this work and to facilitate: the sharing of relevant internal and external information; sharing ideas and best practice; provide an opportunity to raise and discuss issues as a group and provide quick access to information and documentation relating to EDI.

The Terms of Reference for the Professional Services EDI Group were carefully considered and revised, along with its membership. This will help to ensure the group's efficacy in realising the

priorities set out in the EDI Strategic Delivery Plan. The group met for the first time in its new format in November 2020 and will be meeting termly.

In June 2020, Finance and Infrastructure (F&I) established an F&I EDI Network for EDI Leads within the five F&I departments to enable collaboration and sharing of best practice. Membership included EDI Leads for Research and Innovation, Finance, Estates and Facilities, Campaign and Alumni Relations Office and Information Services. Group membership also included the Chief Financial Officer and the HR Business Partner for F&I and was coordinated by the Head of Project Management in IS and was supported by the EDI Coordinator (Professional Services). The Network made great headway in driving progress, establishing connections, identifying areas of shared focus and exploring options for a shared Sphere Challenge for 2020/21.

F&I are now establishing a People and Culture Group, which will bring together a variety of strands of work under one umbrella group. This will include, EDI, along with engagement, recognition, values and behaviours, communication, health and safety, leadership development, talent management, social connection and well-being. This larger group will help to ensure EDI priorities link to broader areas of work and are considered by a wider pool of colleagues, and will enable greater embedding of EDI across F&I.

KPIs and Action Planning

All professional services departments are fully engaged in the KPI setting process with KPIs set for two areas, Research and Innovation and Libraries (November 2020). Nine PSDs have been awaiting data training followed by access to the relevant data sets. EDI Data Leads have now been trained for all nine areas and HR are in the process of providing data access. All areas have continued work on identifying priority actions and drafting EDI action plans which will support the KPIs and EDI progress more generally at a local level. Those departments who already have access to the data but have not agreed KPIs yet are in the process of getting proposals approved by senior management. Seven action plans have now been drafted.

The Professional Services EDI Group, during their first meeting, in late November agreed to share KPIs and EDI Action Plans to increase opportunities for collaboration and sharing of good practice. These will be held on the EDI Leads – Professional Services MS Teams site.

Spotlight on...

■ **Supervising postgraduate researchers from diverse backgrounds**

After receiving funding, The Researcher Academy produced an extensive online guide providing information and resources for supervisors supporting postgraduate researchers from diverse backgrounds. With a wealth of well-researched and clearly presented information this publication is a valuable resource with detailed advice and guidance that is transferrable to a variety of settings.



Faculty of Arts

Governance

- 3 new School Directors of EDI started towards the end of the year; one joined the Humanities incumbent as a Co-Director, and two replaced the outgoing Culture, Languages and Area Studies (CLAS) Director as Co-Directors.
- An emerging need for a Faculty Director of EDI has been recognised and will be operationalised in 2020-21.
- In April, an Equality Diversity and Inclusion Coordinator (EDIC) aligned to the Faculty of Arts was appointed to support local implementation of the EDI Strategic Delivery Plan.

KPIs

The Faculty PVC, Operations Director, HRBP and EDIC met to review the KPIs against our local data. A series of local targets were proposed and ratified at the Faculty EDI Board. The focus will be on BAME representation, with additional actions relating to women in Philosophy and disability disclosure across the Faculty. The Faculty EDI Director, once appointed, will convene working groups to move these issues forward.

Athena Swan

- Following a successful bronze submission in 2018, in 2019-20 CLAS has focused on making progress against their action plan. They intend to apply for an award extension until 2023, as per the recent Athena Swan review.
- Humanities resubmitted an application in April 2020, resulting in their first bronze award.
- After two unsuccessful submissions, the School of English has taken a proactive decision to focus efforts and energy on the main challenges within their area: BAME staff representation and the degree awarding gap.

Sphere challenges

CLAS chose to focus on the staff experience, setting up a staff Disability Network and delivering a School EDI survey to identify issues and inform future planning. English and Humanities undertook extensive decolonisation activities to enhance the student experience.

Student engagement

All Schools have supported student engagement in inclusivity initiatives.

- In the wake of the Black Lives Matter protests, the Black Humanities Project was set up by a group of students in History and Philosophy, aiming to deliver a series of webinars during 2020-21.
- During the same period, English established a Challenge and Change group, enabling students to play an active role in developing inclusive curricula.
- CLAS have developed plans for a student curriculum Task Force in 2020-21. They will be evaluating three CLAS modules using an adapted version of the [UCL Inclusive Curriculum Healthcheck](#), looking at moodle, materials, assessment and interviewing a student on the module and the module convenor. A report on the findings will be ready by the end of the academic year 2020-21.

Spotlight on...

STEMM-Change EDI Resource Bank

Dr Lucy Jones (English) is lead for this project, and Dr Paul Holmes (Research Fellow) has created the database software. The EDI Resource Bank is designed to support individuals, teams and institutions in developing and implementing diversity strategies. It will host resources relevant to all areas of research and teaching across HEIs. By sharing EDI-related initiatives and reports from organisations and HEIs in this repository, users can learn from the good practice of others. Progress

in 2019-20 was to finish the prototype and ensure this complements the EDI Maturity Matrix and other EDI-related activities.

Faculty of Engineering

Athena SWAN

The faculty successfully achieved the Athena SWAN Gold award following submission in November 2019 making them the first at the university to attract the top award and the first engineering department in the country to be awarded a Gold award. The award is valid until November 2023 and the associated Action Plan contains 178 items for this period.

www.nottingham.ac.uk/news/gold-athena-swan-gender-equality-recognition-for-nottingham-engineers

Governance

Leah Ridgway continued in their role as Faculty Director of Equality, Diversity and Inclusion. An emerging need for Deputy Directors of Equality, Diversity and Inclusion was recognised in order to create an EDI Leadership Team within the faculty and four Deputies have recently been recruited, commencing their roles in September 2020. Role holders were from all job families within the faculty and were split using the following titles and remits:

- Deputy Director for EDI: APM & TS Careers
- Deputy Director for EDI: Academic Careers
- Deputy Director for EDI: Student Journey
- Deputy Director for EDI: Student Experience

Furthermore, the Faculty Director of EDI was appointed to the Faculty Executive Board (FEB) during 2020, all of which provides more scope to work towards embedding EDI and successful delivery of specific targets and actions.

The Faculty of Engineering Equality, Diversity & Inclusion Board (FEDIB) reviewed its membership and Terms of Reference in 2020, following a review of best practice across the University. FEDIB met in 2019/2020 every 6 weeks to discuss and develop the faculty's EDI work at a strategic level and to drive and accelerate change in the lead up to the Athena SWAN submission and then to ensure a solid foundation for implantation of the associated action plan.

EDI Coordinators were appointed across the University providing extra support for EDI in faculties. Emma Hadfield-Hudson, the EDI Coordinator aligned with the Faculty of Engineering, was in post from March 2020. A third of her time is dedicated to supporting the Faculty Director of EDI with the coordination of EDI work within the faculty.

Key Performance Indicators (KPIs)

Discussions have taken place with the Faculty EDI Leadership Team, EDI Board and Executive Board with respect to reviewing institutional KPIs against local data. A series of local targets and actions have been proposed including extended stretch targets. Working groups led by the Faculty Director of EDI and Deputy Directors of EDI will take these forward in 2020/2021.

SPHERE Challenge

For 2019/20 Engineering worked on developing trans inclusive workplaces for staff and students with a "Curious About Identity?" training event on 31/03/20 that was open to the whole University community. There were 55 attendees from across the University (note: our "on site" capacity was limited to 40 for the event).

Feedback collected from participants was overwhelmingly positive with 100% agree/strongly agree responses for the questions:

- I learnt something new from the training
- The content of the session was at about the right level
- The content of the session was easy to understand

The “Curious About Identity?” Teams hosts resources from the event which are available indefinitely. Colleagues can still join and access resources.

Inspiring Women in STEM project

The project was a five-week programme focusing on delivering a unique mentoring opportunity to current female STEM students and UoN Alumni. The initial plan was for participating students to mentor a year 10-13 pupil over a 5-week period on a short research project. The UoN students chosen for the program were also to receive e-mentoring from a UoN female STEM Alumni over the same period. The 2020 program delivery ran as expected for the opening weeks. Unfortunately, due to COVID, the school visits could not be completed. Students were, however, able to spend three weeks in school with their mentee and did receive an Alumni mentor during this period. The closing events unfortunately did not run, however students who had registered for the evening event were invited to a Q&A webinar which was attended by approximately 70 students.

STEMM-Change

The EPSRC funded STEMM-Change project has several strands open to members of the faculty including reverse mentoring, and career development and support for Technical Services:-

Reverse Mentoring

Over 30 mentors and mentees were trained across STEMM departments at UoN. The approach was adapted in 2020 to make it suitable to commence conversations virtually, with a view to bringing them face-to-face towards the end of the 6-month relationship, if possible. Plans are in place to evaluate the project to determine the effectiveness of participants' experience in the face-to-face and virtual environments.

Academic Insight Placements (AIP)

In conjunction with the Engineering Careers & Employability Service, the AIP Project aims to address development for early career researchers in the faculty through supervisory activity. Research Assistants (postdoctoral researchers) have the opportunity to supervise a two-week research placement for an undergraduate student. This scheme allows staff to develop supervision skills, enabling them to gain valuable insight into this aspect of academic jobs, and evidence this when applying for future positions. In this way, the faculty will address the “pipeline problem” experienced by minorities in academia through this pilot. Applications were received from Research Assistants across the faculty wanting to be involved with the project, proving that there is an appetite for this type of project. Unfortunately, due to COVID, the project was unable to take place. However, the application documentation has been saved and the project area will be revisited in future.

Changemaker Programme

This was piloted at UoN and then rolled out to all STEMM-CHANGE project partners. As the placements intend to allow technicians hands-on experience with technologies, labs, equipment, networking etc., placements had to be temporarily paused due to COVID restrictions. Once they can resume (following lifted restrictions) over 30 technicians will be supported to seek career development opportunities across the Consortium.

National Report on EDI in the Technical Community

It was identified that data on EDI in the HE technical community was lacking and therefore work was undertaken rapidly to address that gap through secondary analysis of HESA data. In order to raise the sector's awareness of EDI in the technical community and to ensure the challenges identified can be tackled effectively, a report was launched entitled ‘Equality, Diversity & Inclusion: A Technician Lens’ on 14th November 2019 at the STEMM-CHANGE annual conference at the Royal Society of Chemistry, London. For the first time, utilising data and qualitative feedback from national workshops and presentations, the report identifies the EDI challenges facing the technical community in UK higher education and

provides sector recommendations to advance equality, diversity and inclusion for all. Key observations made in the report include the low numbers of technicians who are of Black, Asian or Minority Ethnic representation in UK higher education as well as the lack of female technicians in subjects such as physics and engineering and the higher numbers of female technicians in subjects including biosciences, medicine, dentistry and health and agricultural, forestry and veterinary science.

The report presents the first steps to identifying and understanding the EDI challenges facing the technical community in higher education and makes a number of recommendations in order for the sector to begin tackling the challenges identified. The report received good coverage and led to a [blog for UKRI](#) and news pieces in a number of publications including [Times Higher Education](#).

Faculty of Medicine and Health Sciences

In 2019/2020, the Faculty of Medicine and Health Sciences (FMHS) focused on improving its EDI governance structure, increasing its staff understanding of equality, diversity, and inclusion, as well as on understanding and tackling racial inequality in the faculty.

Governance Structure

To begin, the Faculty's EDI Group (FEDIC) has appointed a data champion and is also in the process of appointing a Disability Lead and identifying disability leads in each school. A Faculty EDI Coordinator was appointed in February 2020. In addition to this, there has been increased EDI structure in individual schools, to ensure communication and transparency of EDI work. For example, School of Life Sciences has set up 4 working groups, which report to its EDI Committee, while School of Medicine has identified EDI leads in each of its divisions.

Faculty Sphere Challenge

FMHS has been working on understanding and putting actions in place to address race inequality. The faculty chose to focus on understanding the experience gap for BAME students as the faculty's SPHERE challenge. This has included examining, summarising, and presenting data from student surveys focusing on the difference of experience of BAME students and coming up with actions for the next academic year to address this.

In addition to that, the School of Medicine has signed up to the British Medical Association's racial harassment charter, which sets out actions to prevent and effectively deal with racial harassment on campus and in work placements. The faculty is planning to apply the principles of the charter across its other schools as well.

STEMM-Change

A highlight from 2019/2020, is the funded STEMM-Change project in School of Health Sciences, which focuses on developing a digital tool for managing chronic pain at work, which is still ongoing.

In addition to that, the School of Veterinary Medicine and Science has received funding to develop guidance and support for racial discrimination and diversity in veterinary profession.

EDI Engagement

In terms of staff engagement, a faculty Teaching and Learning Away Day (September 2019) was themed around diversity, with external speakers talking about their research and experiences. In addition to this, FMHS has organised lunchtime seminars on EDI-related topics as well as training sessions on Equality Impact Assessments, which were widely attended. Faculty senior leads have also been encouraged to take part in the reverse mentoring scheme, led by Prof. Stacy Johnson. Local engagements also took place, with a talk on trans lived experiences in Health Sciences, and student engagements on the topic of microaggressions in Life Sciences.

Covid-19

Finally, FMHS has led an EDI-informed response to Covid-19, with issues raised in a timely manner and an Equality Impact Assessment completed in regard to student deployment in the School of Health Sciences. The Faculty has also fed back in central EDI consultations on return to work considerations. In addition to that, the Faculty worked on communicating EDI considerations and available support throughout the pandemic to ensure staff were fully supported and knew where to find information when needed.

Faculty EDI targets

Setting EDI targets was discussed at Faculty EDI Group on 23 September with positive feedback and commitment to FMHS setting local targets to support the institutional-wide Key Performance Indicators. The faculty is on track to have agreed local targets by December 2020.

Faculty of Science

Governance

Faculty Equality Diversity and Inclusion Committee (FEDIC), chaired by the Faculty Pro-Vice Chancellor (FPVC), has continued to provide oversight and support for local EDI activities. The committee has expanded with the introduction of the EDI Coordinator, representatives from the BAME, Women's and LGBTQ+ staff networks, and the Education and Student Experience Manager. This was to support the with broader considerations of issues affecting staff and student groups. New processes were added so that FEDIC has oversight of Equality Impact Assessments and the faculty issues log.

KPIs and Action Planning

Staff representation data was reviewed by the FPVC, Faculty Operations Director (FOD) and EDI Coordinator to identify EDI KPIs in line with the institutional recommendations. Specific targets were set for ethnicity representation, recruitment, and promotions. Commitments were also made to the continuous monitoring of data and developing school level actions to address underrepresentation, and support staff development.

Sphere Challenges

The Faculty committed to making courses accessible to disabled students and providing mentorship for BAME students. In 2019/20 two events were held to support these aims:

- Disabled students – data on student disability across schools were gathered. The Faculty's Inclusive Teaching and Learning conference (25th June) contained sessions on accessibility and supporting students with Autism Spectrum Conditions.
- BAME Students – A joint event on Equality and Inclusion was held with Engineering in February 2020. This was delivered again in October 2020 and formed a springboard to developing mentorship for BAME students. During both events, students were able to interact with BAME alumni who shared their experience at the University, their career journey, and top tips for the students.

These challenges will be continuing in the 2020/21 academic year. The faculty hopes to pilot a mentoring scheme for BAME students and support for disabled students will be scoped during the academic year.

Athena Swan

During 2019/20, the Schools of Mathematical Sciences and Psychology received bronze and silver awards, respectively. The School of Chemistry applied for renewal of their silver award in November 2020.

Pilot Projects

The Faculty is piloting two key projects that feed into wider University and EDI strategic delivery objectives:

- Return to Work Scheme for those whose contract ends while on maternity leave, adoption leave or parental leave. Two members of staff have successfully participated in this. This pilot is within the University's Athena Swan action plan.
- Reasonable adjustments passport funded by STEMM Change. The passport was piloted with School of Biosciences.

Spotlight on...

BAME Careers in Science

Inspired by a student idea, over the last year we organised a series of events, celebrating the careers and achievements of our Black, Asian and Minority Ethnic alumni. This was a space for our students to explore the various pathways available to them after University, and to learn from the career journeys of our BAME alumni. Following student feedback at these events, we will be scoping a mentoring programme for BAME students. See the highlights of our event in February 2020 [here](#).

Women and Pride in Maths Newsletter

The Women and Pride in Maths Newsletter was created by Dr Katie Severn and EPSRC Doctoral Fellow, Rowland Seymour. The newsletter, which is subscribed to by people in and outside the university, celebrates diversity in maths by sharing current opportunities, events, news and resources.

Rainbow Laces in Biosciences

The School of Biosciences are distributing rainbow laces to Sutton Bonington sports teams as part of their commitment to encourage inclusivity across all aspects of campus life.

STEMM Change Funded Projects:

Adapting interactions for neurodiverse groups on digital media (School of Psychology)

Led by Drs Lauren Marsh and Danielle Ropar this research seeks to produce best practice guidelines for making online interactions inclusive for neurodiverse staff, as well as neurotypical staff who engage with neurodiverse people within their role

No Room for Covid-19 Discrimination (School of Pharmacy)

Dr Li Shean Toh leads this project which examines the experience of COVID-19 related discrimination encountered by university staff. The first objective is to test the feasibility of a convenient and sustainable method to report COVID-19 related EDI issues. The second objective is to develop and evaluate a support system for people who have experienced COVID-19 related EDI issues.

Unconscious Bias in Research (School of Pharmacy)

Dr Jalpa Ruparelia explored EDI issues in STEMM research and co-produced a 'toolkit' for researchers within these disciplines. The toolkit is now live and has been circulated across STEMM faculties.

Faculty of Social Sciences

Governance Structure

The Faculty of Social Sciences successfully recruited Dr Elizabeth Walton from the School of Education as their Faculty Director of EDI. The primary purpose of this role is to work with School Directors of EDI, Heads of Schools and Faculty APVCs to develop and implement a coherent and connected EDI strategy for the faculty, which aligns with the University's vision for embedding EDI that is set out in their EDI Strategic Delivery Plan.

Helen Creswick was also appointed as an Equality Diversity and Inclusion Coordinator (EDIC), aligned to the Faculty of Social Sciences. A third of her time is dedicated to supporting the Faculty Director of EDI with the coordination of EDI work within the faculty.

The number of times that the Faculty EDI Committee (FEDIC) meet has increased from three times a year to four, allowing for additional discussions to develop the Faculty's EDI work at a strategic level, and to drive and accelerate change.

Faculty Key Performance Indicators

The Faculty EDIC delivered a presentation to the Faculty EDI Group in October to communicate the KPI process of local target setting to School EDI Directors. Professor Todd Landman is currently in the process of analysing the faculty data in relation to the Institutional KPIs to identify gaps in achievement. The gap analysis will be shared with the Faculty EDI Group members and EDI Committees. Each school will be asked to draft an EDI action plan that addresses the identified gaps, and challenging but realistic goals will be set.

Athena SWAN Submissions and Awards

The School of Law and the School of Politics and International Relations were both successfully awarded Bronze Athena Swan awards in November 2019. Nottingham University Business School and the School of Sociology and Social Policy both applied (and were subsequently awarded) Bronze Athena Swan awards. The School of Economics was unsuccessful in their application for Bronze Athena Swan in April 2019. The Schools of Education and Geography have postponed their Athena Swan submissions until 2021.

Faculty Sphere Challenges

The FEDIC agreed to support two Sphere Challenges for the academic year 2020/21. In recognition of the unequal impact that Covid-19 is having on women, one Sphere Challenge will seek to support women in the Faculty during Covid-19. This group is being chaired by Bonnie Erdelyi-Betts from the School of Education.

The second Sphere Challenge will focus on diversifying and decolonising the curriculum. Dr Vipin Chauhan from the 'All In!' research project presented the project's research to the FEDIC in April to enable further discussion on how the faculty can implement meaningful decolonising actions. This working group is being chaired by Dr Amal Treacher-Kabesh from the School of Sociology and Social Policy.

Working groups for each of the Sphere Challenges will begin in September 2020, where they will discuss and review the proposed actions, before agreeing on a course of action.

Sphere Projects

The School of Sociology and Social Policy were successfully awarded Sphere project funding to research the experiences of BAME students in their school. This has involved carrying out qualitative interviews with students and the data is currently being analysed.

EDI Initiatives

- Nottingham University Business School (NUBS) launched a Carers' Forum to support staff in their department. It will meet at least once a term. NUBS also created the academic administrative role of Carers' Champion.
- The ongoing NUBS Witty Scholarship programme based in the Ingenuity Lab providing undergraduate scholarships for student entrepreneurs from lower socio-economic backgrounds from all disciplines.
- NUBS has introduced EDI sessions as part of student induction and has a student EDI group.
- The School of Geography has initiated development of a new fieldwork policy that will centre EDI, which is currently in development. They have also undertaken unconscious bias training with 89% of academic and research staff and 100% of admin and tech staff having completed it.

- The School of Law now include EDI information as part of their induction week to all students. Their staff recruitment panels are now composed of at least a third of female staff and they have created a staff disability focus group.
- The School of Politics and International Relations delivered compulsory training to all staff on colour vision deficiency and visual impairment.

EDI Events

A number of EDI events were held across the Faculty, some of which are highlighted below:

- The Social Impact Game is a new Nottingham Advantage Award module that has run as a pilot programme for students across the Faculty, providing them with the opportunity to collaborate in a multi-disciplinary team on a Social Impact project. A showcase event was held virtually in April 2020 using presentations to highlight the various Social Impact projects, followed by Q & A sessions.
- The School of Education held several events, including hosting an International Women's Day Event on 3 March 2020. The event's theme was #EachforEqual. intended to champion women of all backgrounds who dare to innovate, lead, challenge sexism and inequality, uplift others and build community across diversity and difference to create a more equal workplace.
- The School of Education's PGR conference in November 2019 had Equality, Diversity and Inclusion as its theme.
- The School of Education held a lecture '50 Years of LGBT+ issues in Education'.
- The School of Economics presented a series of three special lectures on gender inequality, in collaboration with Johanna Rickne from the Swedish Institute for Social Research. The lectures took place in October 2019 and covered gender quotas, couple formation and women's careers, and sexual harassment and gender inequality in the workplace.
- The School of Sociology and Social Policy hosted a series of events to celebrate Black History Month in October 2019. Events included a film screening of 'I am not your Negro', based on James Baldwin's unfinished manuscript 'Remember this House', a lunchtime seminar entitled 'Windrush is not History, the past in the present' and a workshop discussion on Decolonising the Curriculum.