

## Women of Achievement Lecture

The sixth lecture in the 'Women of Achievement' series will take place on Wednesday 25 April 2018. Dame Helena Morrissey will speak on 'From Patriarchy to Partnership - a new opportunity to achieve gender equality'. Dame Helena is well known in the City in her role as CEO of Newton Investment Management for fifteen years and has recently joined Legal and General Investment Management. She also does a lot of work around gender equality and founded the 30% Club, a business-led campaign to improve gender balance in the boardroom.

Further details and a registration link can be found here: [www.ox.ac.uk/news-and-events/women-of-achievement](http://www.ox.ac.uk/news-and-events/women-of-achievement)



## Mindful Employer

The University has committed to focus on mental health as a priority for our disability equality work over the next three years and recently signed the Mindful Employer Charter.

Mindful Employer [www.mindfulemployer.net](http://www.mindfulemployer.net) is a UK-wide initiative aimed at increasing awareness of mental health in the workplace. By signing the Charter we are showing our willingness to work towards the principles of the Charter, and our commitment to supporting staff wellbeing.

Watch this space - As a new signatory to the Charter, we will now develop an action plan to show how we will work towards meeting the aims of the Charter.

For further information email [caroline.moughton@admin.ox.ac.uk](mailto:caroline.moughton@admin.ox.ac.uk)



## Gwyneth Lewis 'That Way Lies Madness: Poets, Power, Health'

We are delighted to announce that Gwyneth Lewis will give the 2018 Disability Lecture. Gwyneth was the Welsh National Poet in 2005-6. She is also a librettist, a dramatist and a writer, her first non-fiction book *Sunbathing in the Rain: A Cheerful Book on Depression* (Harper Perennial 2002), was shortlisted for the Mind Book of the Year.

**Date:** 17 May 2018

**Time:** 6pm

**Venue:** TS Eliot Theatre, Merton College

**To book:** [2018disabilitylecture.eventbrite.co.uk](http://2018disabilitylecture.eventbrite.co.uk)



# New Policy Advisor for Race Equality, Religion and Belief

Dr Dorian Singh joins the EDU as maternity cover for the role of Policy Advisor for Race Equality, Religion and Belief. Dorian has spent four years as the Research Manager for the Dahrendorf Programme and the Free Speech Debate project at St Antony's College. She completed her Master's and DPhil at Oxford and her research focused on access to social services for disadvantaged and minority groups. Her specialism is in working with Roma communities, especially in Romania but also more broadly in Eastern Europe and Russia.

*"It's a particularly exciting time to be joining EDU as we launch the implementation of the Race Equality Charter. It's a formidable but entirely worthwhile and meaningful undertaking. I'm delighted to be part of the team working with colleagues to help ensure that Oxford University is a fair, diverse, representative and inclusive community."*



## Vice Chancellor's Diversity Awards

Thank you to everyone who submitted nominations for the Awards. We were overwhelmed by the level of activity from Champions, Role Models and group initiatives that promote equality and diversity across the University. The winners will be announced at an event on the 8 May. Information about shortlisted nominees and winners will be available shortly at:

[www.admin.ox.ac.uk/eop/inpractice/vc-awards](http://www.admin.ox.ac.uk/eop/inpractice/vc-awards)



Vice Chancellor's Diversity Awards

## Annual Equality Report

The University has just published its annual Equality Report for 2016/17. The Report details a host of activity to promote equality and diversity at Oxford as well as providing key data on staff and students. To read the latest report visit: [www.admin.ox.ac.uk/eop/policy/data/report](http://www.admin.ox.ac.uk/eop/policy/data/report)



## Childcare Vouchers

The childcare voucher scheme was due to be closed to new applicants from April 2018. Following a Commons debate in March the closure has now been delayed by at least six months. No exact date has been set for the closure, however it is expected to be in October. The voucher scheme allows parents and carers to sacrifice up to £243 per month from their pre-tax salary to use for childcare, out of school clubs and extracurricular activities. Tax-free childcare, a new scheme introduced in 2017, is also available to help pay

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Men In The Early Years

for childcare costs and is expected to eventually replace childcare vouchers. The question of whether childcare vouchers or tax-free childcare will be more beneficial to individual families will depend on each family's individual circumstances. All employees with children under the age of 12 should therefore be encouraged to explore the options available to them **before October 2018**. More information on both schemes can be found here: [www.childcarechoices.gov.uk](http://www.childcarechoices.gov.uk)



## Trans Policy and Guidance

The University's updated Transgender Policy and Guidance was relaunched in March.

The original documents were revised in the light of social change, the University's experiences of supporting students and staff who are transitioning, and in line with new guidance from several national bodies.

We are grateful to everyone who took part in the consultation, and contributed to developing the revised policy and guidance, which will help members of the collegiate University to respond supportively to our trans students, staff and visitors.

**“Starting work as my authentic self may seem like a little thing, but it felt like the world had opened up.”**

Read the revised policy and guidance here: [www.admin.ox.ac.uk/eop/transgender](http://www.admin.ox.ac.uk/eop/transgender)

Read more about the stories of trans\* staff and students at Oxford in a Medium piece to mark Trans Day of Visibility 31 March <http://po.st/8JGy95>



## Oxford Pride

**‘True Colours’ Event:** The LGBT+ Staff Network will be hosting an evening of micro talks in the run up to Oxford Pride. The talks will focus on the meanings behind the colours of the rainbow flag. Please do join us, all are welcome.

**Date:** 29 May 2018

**Time:** 6pm

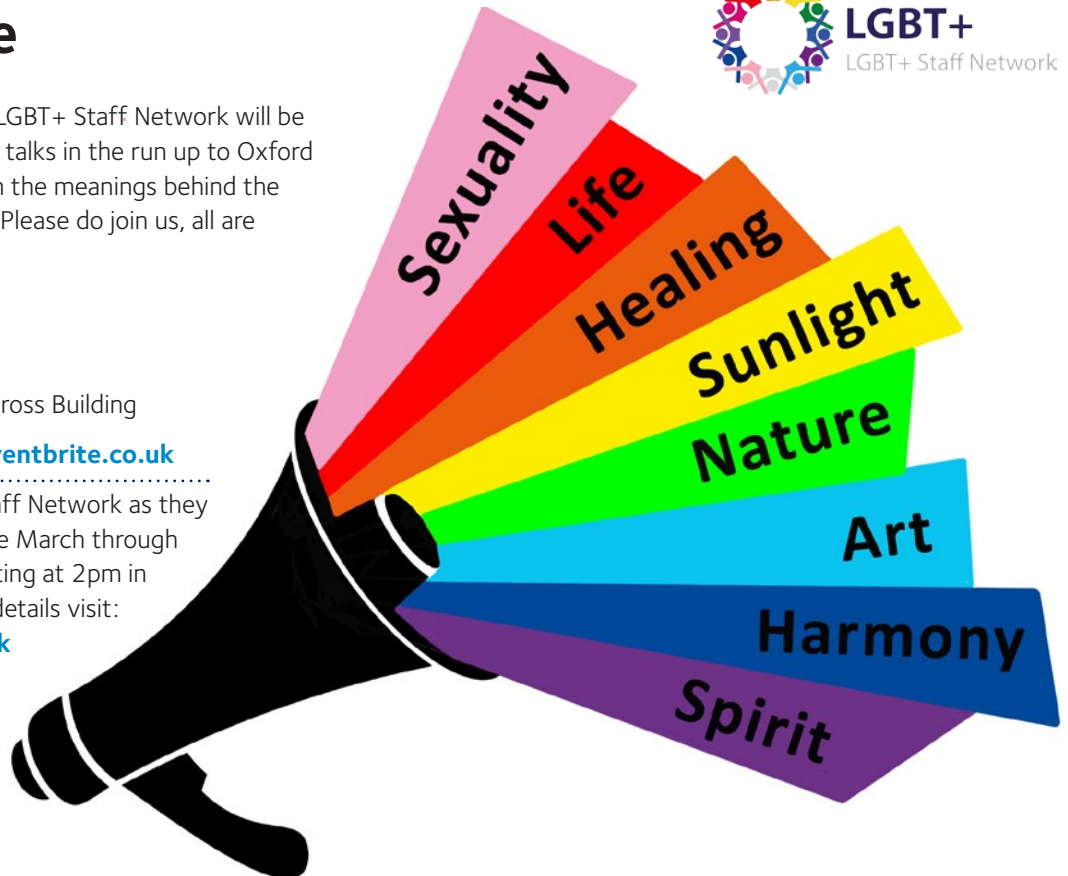
**Venue:** English Faculty, St Cross Building

**Book:** [2018microtalks.eventbrite.co.uk](http://2018microtalks.eventbrite.co.uk)

**Parade:** Join the LGBT+ Staff Network as they take part in the Oxford Pride March through Oxford City on 2 June. Starting at 2pm in Radcliffe Square. For more details visit:

[www.oxford-pride.org.uk](http://www.oxford-pride.org.uk)

**Stall:** Visit the LGBT+ Staff Network stall at the Oxford Pride festival in Oxford Castle Quarter, also on 2 June.





## Stonewall results

We are pleased to announce that the University has once again improved its standing in the Stonewall Workplace Equality Index - climbing a further 64 places in the ranking since 2017.

	2016	2017	2018
Ranking	244	187	123

Thanks are sent to the LGBT+ Advisory Group, Network, Role Models and Allies for their contribution to the submission and for all their work throughout the year.



## LGBT+ Role Model and LGBT+ Allies networking event

Our two growing networks of LGBT+ Role Models and LGBT+ Allies met last term for the first time. The purpose was to thank them for all the work they had done to raise awareness of LGBT+ issues in their respective departments and colleges. It also gave us an opportunity to reconnect with colleagues we had trained with and share good practice between the networks. For more information visit our respective sites:

**LGBT+ Role Model:** [www.admin.ox.ac.uk/eop/sexualorientation/rolemodel](http://www.admin.ox.ac.uk/eop/sexualorientation/rolemodel)

**LGBT+ Allies:** [www.admin.ox.ac.uk/eop/transgender/lgbtallies](http://www.admin.ox.ac.uk/eop/transgender/lgbtallies)

## New: LGBT+ Role Models Workshop

If you would like to join our growing network of LGBT+ Role Models, we will be hosting another workshop this term.

**Date:** 14 May 2018

**Time:** 9.30am - 1.45pm

For more info and to book please email: [caroline.kennedy@admin.ox.ac.uk](mailto:caroline.kennedy@admin.ox.ac.uk)

If you are interested in attending the next Allies workshop in Michaelmas 2018, please email: [caroline.kennedy@admin.ox.ac.uk](mailto:caroline.kennedy@admin.ox.ac.uk)

