



Equality Policy Unit Update

November 2019



News



- **Updates to the EPU Team.** The EPU welcomes new team members: (left to right) Charlotte Axon - Equality and Inclusion Officer, Lizzie Cutts - Equality and Inclusion Co-ordinator and Ami Jackson - EPU Administrator. We wish them a warm welcome! Don't forget you can meet the full team and find contact details on our webpage tinyurl.com/y2mpd788
- **Religious Festivals and Events Calendar.** The EPU 2020 calendar will be available online from Friday 29 November. In the meantime please contact the Equality Policy Unit if you wish to know any specific dates for next year.
- **LGBT+ History Month 2020 - expressions of interest welcome.** We are seeking expressions of interest for speakers as part of an exciting programme of talks / events being planned for

LGBT+ History Month at the University in February 2020. We are hoping to hold the events during w/c 3 February. These events would typically be open to staff, students and visitors. The national theme is "Poetry, Prose and Plays", however we are interested in any talks / events directly related to LGBT+ History. If you are interested in presenting a talk / event, **please email equality@leeds.ac.uk with a brief abstract and your availability during w/c 3 February**. Please contact us by Wednesday 20 November.

Additionally, if you know anyone who might be interested in speaking, whether staff / student / visitor, please do circulate this message wider. We look forward to hearing from you.

- **Staff Networks.** Latest news and updates from our Staff Networks (Leeds 11, LGBT+, Women at Leeds, Muslim staff, Staff Mental Health and Disability) can be found on our webpage tinyurl.com/y5rnjv2a
- **Athena Swan.** The results of the latest Athena SWAN are that Medicine were awarded Gold, Engineering and Environment gained Silver, and MAPS received a Bronze. We would like to send our congratulations to the faculties!
- **Equality Data campaign.** We will soon be launching a data campaign and asking all staff to fill in their equality characteristics on self-service, more details to follow.
- **Equality and Human Rights Commission (EHRC) report.** If you haven't already, please do make yourself aware of the recent report by the EHRC highlighting their findings into racial harassment in universities in England, Scotland and Wales: tinyurl.com/y2gblqjw



This followed an inquiry they led in December 2018, where staff and students at public funded universities were asked to share their experiences of racial harassment, and universities were asked to complete a survey about cases of racial harassment, policies and procedures in place to deal with these, and how successfully they think they are dealing with the issue.

We are in the process of developing our approach to race equality at UoL and further updates will follow. You can read about how the University is advancing race, disability and LGBT+ equality and intersectionality on our webpages: tinyurl.com/y2kgfc6e

- **Higher Education Policy Institute (HEPI) report.** You may have also seen the recent HEPI report authored by senior figures in the sector which makes a number of policy recommendations around reducing racial inequalities in higher education. The full report can be found here tinyurl.com/y6b59yq5

- **Black History Month.** As we come to the end of Black History Month, we would like to thank all those to those who engaged in events across campus.



- **LGBT+ Parenting event.** Thank you to those who attended / expressed an interest in the recent LGBT+ Parenting event, organised by the LGBT+ staff network. Attendees were keen that there is an online space in which to share ideas, resources, problems, etc. Ian, LGBT+ Network Co-Chair, has kindly set up a group on Microsoft Teams for the LGBT+ Staff Network. If interested please access it via this link: tinyurl.com/y362ajnm

In this Teams group, there are different channels to discuss and share information on different LGBT+ topics. One channel is specifically for those in, or looking to start, an LGBT+ family. This is inclusive of those within the LGBT+ community and their relatives.

Event attendees were also interested in setting up face to face meetings. This group provides a platform to arrange and share meet ups. If you are interested in helping to set up and/or facilitate these please can you let the group know on Teams, or contact Heather Swinsco (h.swinsco@leeds.ac.uk) or Helen Finch (h.c.finch@leeds.ac.uk).

Issues surrounding international working for those in the LGBT+ community were also discussed at the event. The LGBT+ Teams group has a specific channel to discuss these issues, which you might want to get involved in. Just a friendly reminder to be respectful to others on this communication network. Helen and Heather are in the process of discussing the policy/practice related issues raised during the LGBT+ Parenting session with EPU/HR, e.g. in relation to family/caring related policies and international working.

Many thanks to all who contributed to such a useful discussion. If you have anything you wish to add to what was discussed at the event or otherwise, again, please do get in touch with Heather Swinsco or Helen Finch.



Training

- **An Introduction to Equality and Inclusion.** All existing and new colleagues must complete this interactive module with a pass mark of 77 or above (70%), by 31 December 2019. Faculties, Schools and Services are asked to ensure the module is included in induction processes and to follow-up with existing staff who have yet to complete and pass the module.
- **Equality and Inclusion: The Role of the Manager.** Register interest for a two-hour face-to-face course delivered by Sabiha Patel, Head of Equality and Inclusion, with OD & PL at tinyurl.com/y5j33sha. EPU can also advise on any additional equality and inclusion training needs.
- **Trans Awareness Training.** The EPU has engaged Gendered Intelligence to provide Trans training awareness to colleagues. For more information, please contact your HR Manager or EPU at equality@leeds.ac.uk



Events

- **Carer's Rights Day** is on 21 November 2019 and aims to raise awareness of the needs of carers, make sure that carers are aware of their rights and that they know where to get help and support. Did you know Carers Leeds offer confidential one-to-one carers' advice and support sessions monthly on campus? The next available appointment is on **20 November**. Please contact the EPU at equality@leeds.ac.uk for availability of appointments. To view more information on Carers Leeds visit tinyurl.com/y4ldns8k
- **Trans Awareness Week** (Tuesday 12 - Tuesday 19 November, 2019) is a week when transgender people and their allies take action to bring attention to the community by educating the public about who transgender people are, sharing stories and experiences, and advancing advocacy around the issues of prejudice, discrimination, and violence that affect the transgender community.



- **UK Disability Month** (22 November – 22 December) is fast approaching! On 3 December the Parkinson Building, Laidlow library and the multi-story car park will be lit up purple. This is to mark the Purple Light Up movement, which coincides with the UN International Day of Persons with Disability, more info here: tinyurl.com/yxz2pl4f. Keep a look out for further information about activity to mark Disability History Month over the coming weeks.
- **Trans Day of Remembrance** (TDOR) is on Wednesday 20 November 2019 and is an annual observance that honours the memory of the transgender people whose lives were lost in acts of anti-transgender violence. You can read more about the Transgender Day of Remembrance at tinyurl.com/yark3tmc and you find out how you can show support for the community on this day.



In case you missed it...

- **Inclusion and Engagement Strategy Group.** The group has overseen the development of a set of baseline standards for inclusive learning and teaching: tinyurl.com/yyatku5a
- **Guidance for managers to support those staff and students observing the Jewish faith.** The guidance document is published on the EPU website: tinyurl.com/y3ugjtmu
- **LUU Update:** tinyurl.com/y42m4u83

If you require further information on any of the above, or if you have anything you would like to contribute to the update, we look forward to hearing from you. Please contact the EPU at equality@leeds.ac.uk