



Equality Policy Unit Update

January 2020



News

- **Updates to the EPU Team.** The EPU welcomes new team member, Laura York. Laura joined the team as an Equality and Inclusion Officer in December 2019 and leads on the University's disability work and religion or belief work. You can visit the full profiles of all EPU team members here: tinyurl.com/y2mpd788.
- **Religious Festivals and Events Calendar.** The EPU 2020 calendar is now available online: tinyurl.com/uzp6lnr. It includes details of main religious dates for seven key faiths, awareness raising dates, term dates and major days of celebration or memorial. The EPU team have a handful of spare hard copies, please contact the team if you would like to receive one via internal post.
- **Equality Data Campaign Launch.** To further our delivery on staff inclusivity commitments, we need accurate and up-to-date personal information. Therefore, we are asking all colleagues to update their equality data – such as gender, ethnicity and marriage/civil partnership status on



Employee Self Service by **Friday 10 January 2020**. This should take no more than five minutes and the majority of questions also have an option to state 'I prefer not to answer'. You can access Employee Self Service here: tinyurl.com/qfyojnt.



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 January 2020**. 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: tinyurl.com/wkttktn.
- **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.

Events

- **Carers Leeds Appointments.** If you are a carer for a family member or a friend who has an illness, disability or addiction, Carers Leeds offers confidential one-to-one appointments on campus. The aim of these free, 40 minute appointments is to provide a wide range of practical advice, support and information to working carers. Carers Leeds will be next visiting the University on **Thursday 16 January 2020**, to book an appointment please contact the EPU. More details about support for staff with caring responsibilities can be found here: tinyurl.com/wunndj2.



- **Café Church Connect** is a new inclusive worship service hosted by the Chaplaincy at the University of Leeds. This includes everything you'd expect from Café Church – community, cake, conversation – plus music and a new format. This is open to all and runs at 5pm on the first Sunday of each month. The next date will be Sunday 2 February 2020. For further details, please contact Samantha Sheehan (s.sheehan@leeds.ac.uk) or Anthea Colledge (a.colledge@leeds.ac.uk).
- **Trans, Non-binary and Intersex Community Meetup** is a new regular informal meetup for trans, non-binary and intersex staff and PGR students at the University. The next set of dates are as follows:
 - Wednesday 29 January 12.30 - 2.00
 - Tuesday 18 February 12.30 - 2.00
 - Tuesday 17 March 12.30 - 2.00



For further information, including the venue, please email: trans@leeds.ac.uk or [contact the Network](#).

- **LGBT+ History Month** (1 – 29 February 2020) is a month-long annual focus on lesbian, gay, bi and trans (LGBT+) history, and the history of the gay rights and related civil rights movements. This year's theme is "Poetry, Prose and Plays". The University is hosting various events and activities open to all staff and students, announcements regarding these events will be made soon.



More information about LGBT+ History Month can be found here: tinyurl.com/tcq6jqo.

Ahead of February, the University Library would like to hear your recommendations for LGBT+ books or texts that you would like to share with the wider University. These will be included in a blog that will be shared with staff and students in February. Your recommendation can be anonymous if you choose.

Please fill out this quick form by 19 January to recommend your books: bit.ly/2Z6AEEX.

- **The Meno-Pause for Thought Café.** The Meno-Pause for Thought Cafés are an informal meetup providing opportunity for discussion and peer support. The sessions involve a themed discussion, refreshments, chat and peer support. The next set of dates are as follows:

- Tuesday 21 January, 12.00 - 1.00, Baines Wing. The theme is 'Breaking Taboos – conversations in the workplace'.
- Wednesday 22 January, 12:00 - 1.00, St James University Hospital. The theme is 'Menopause in the Workplace'.

All staff are welcome. Please contact Helen Coop (H.Coop@leeds.ac.uk) for further information or visit the Eventbrite page which can be found here: tinyurl.com/t659l53.

In case you missed it...

- **UN International Day of Persons with Disabilities:** tinyurl.com/w8pqpo2

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