



Equality, Diversity and Inclusion (EDI)

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15 September 2020



Outline

- Terminology
- EDI at UH and in the UK
- Discussion
- How can we advance and promote EDI?





**What do the terms
Equality, Diversity and
Inclusion mean to you?**

Equality vs. Equity

The state of being equal, especially in status, rights, or opportunities.

- Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents
- It is also the belief that no one should have poorer life chances because of how they were born, where they come from, what they believe, or whether they have a disability
- Aims to promote fairness

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.




















In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Diversity

The acknowledgement, respect and celebration of differences within and between groups of people

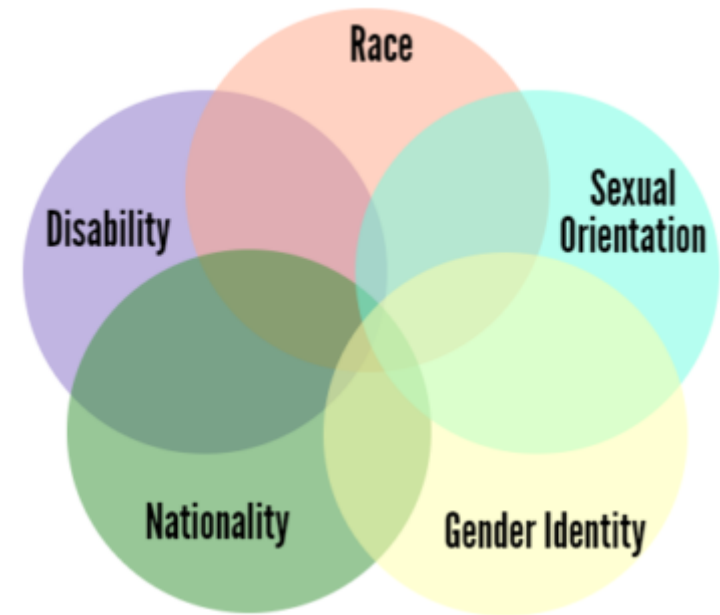


Do you know someone who?

Has a child 	Is in their 30s 30s	Is shorter than 5 feet <5ft	Wears glasses 
Is gay 	Votes for a different political party 	Supports a different football team 	Likes going to the opera 
Has a criminal record 	Uses a wheelchair 	Has brown eyes 	Is male 
Speaks another language 	Prays at a mosque 	Is a vegetarian 	Has a Scottish accent 
Wears a turban 	Is over 65 65+	Is female 	Has a degree 

Intersectionality

- **Intersectionality** is a framework for conceptualising a person, group of people, or social problem as affected by a number of discriminations and disadvantages
- Takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face
- Asserts that identity markers (e.g. “woman” and “black”) do not exist independently of each other and that people are often disadvantaged by multiple sources of oppression: their race, class, gender identity, sexual orientation, religion, and other identity markers
-



Inclusion

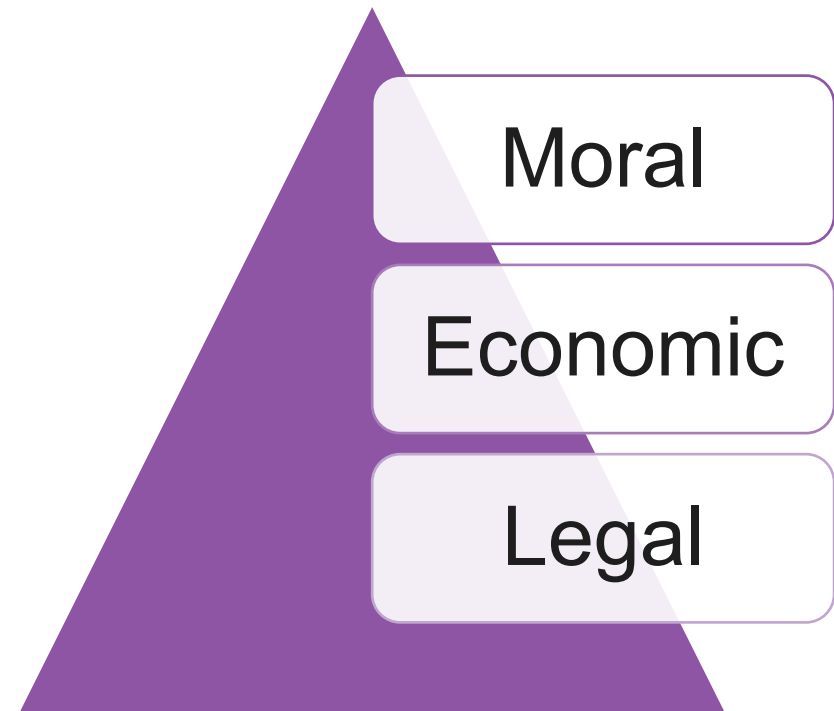
- Inclusion is an organisational effort and practices in which different groups or individuals having different backgrounds are culturally and socially **accepted and welcomed, and equally treated**
- Inclusion is a sense of **belonging** - Inclusive cultures make people feel respected and valued for who they are as an individual or group
- The process of inclusion engages each individual and makes people feel **valued** as being essential to the success of the organisation; Evidence shows that when people feel valued, they function at full capacity and feel part of the organisation's mission



What we do

- Help the University to become a more inclusive and fairer place, where staff and students feel valued and respected
- Develop policies, priorities, initiatives and action plans
- Monitor and report progress against equality goals (e.g. Equality Objectives)
- Lead on Charter Mark work
- Support the implementation of Equality Impact Assessments
- Support EDI teams
- Advise on legal requirements and good practice

Equality Imperatives



Equality Imperatives

Moral Imperative

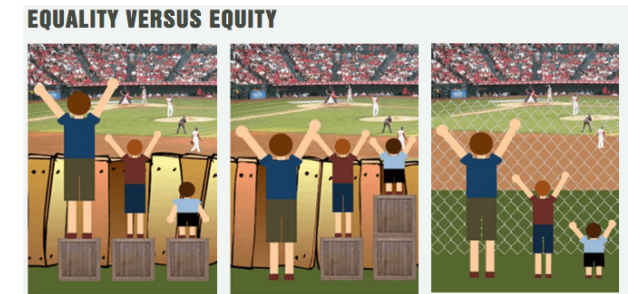
- Everyone should have the equal opportunity to make the most of their lives and talents, develop, progress and be rewarded and recognised
- It is simply **the right thing to do**

Business Imperative

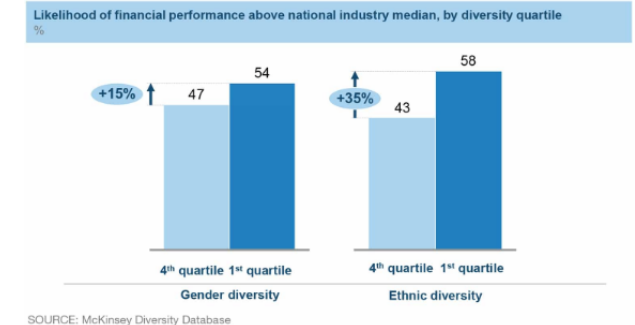
- EDI gives us a competitive advantage, it makes us better as an institution
- Increased flexibility in the workplace to accommodate the diverse needs of staff has been shown to **increase both personal and team effectiveness**

Legal Imperative

- Equality Act 2010
- Public Sector Equality Duty

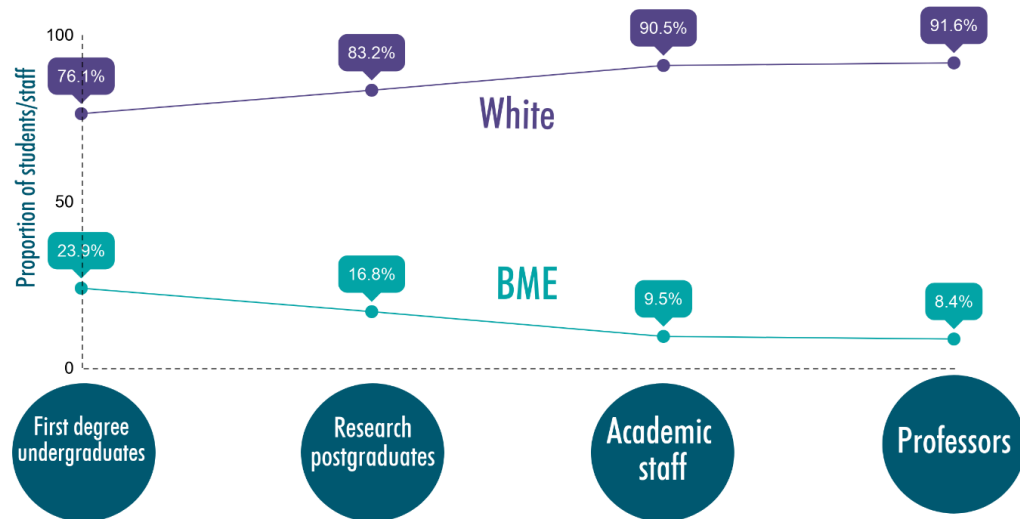


How diversity correlates with better financial performance

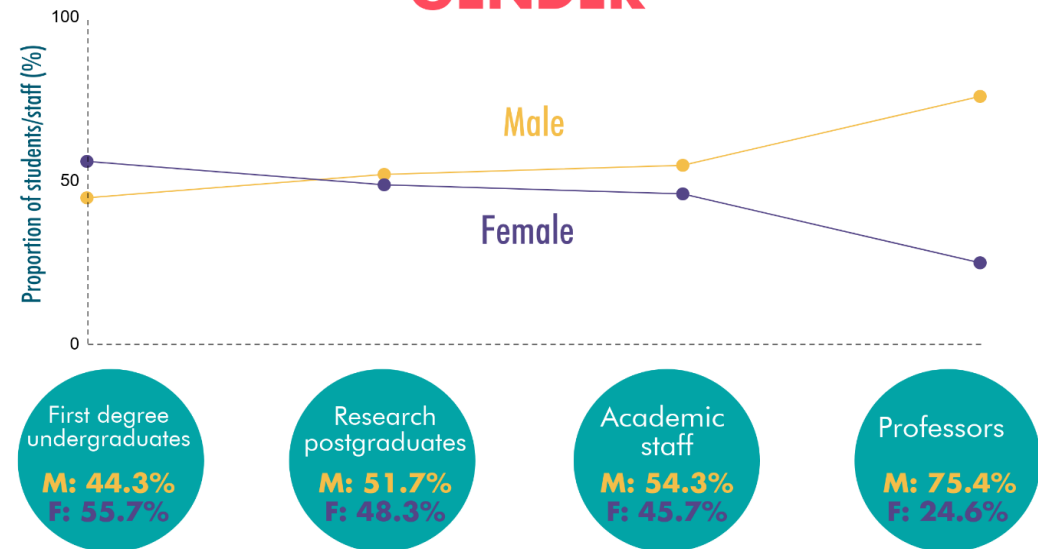


Academic Pipelines

STUDENT/STAFF PIPELINE BY BME/WHITE IDENTITY



STUDENT/STAFF PIPELINE BY GENDER

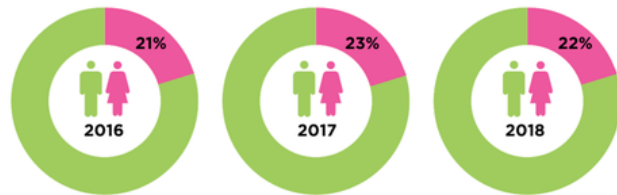


EDI Issues in the Sector

Engineering and Computer Science

Women in STEM workforce

2016 - 802,848 - 21%
 2017 - 864,278 - 23%
 2018 - 908,318 - 22%



Engineering professionals

2016 - 36,734 - 8%
 2017 - 48,449 - 11%
 2018 - 57,788 - 12%

IT Professionals

2016 - 183,149 - 18%
 2017 - 172,411 - 17%
 2018 - 178,548 - 16%

Subject breakdown - Female students

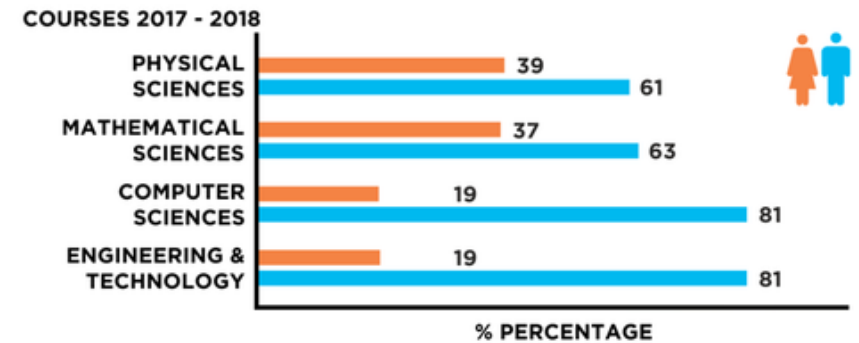
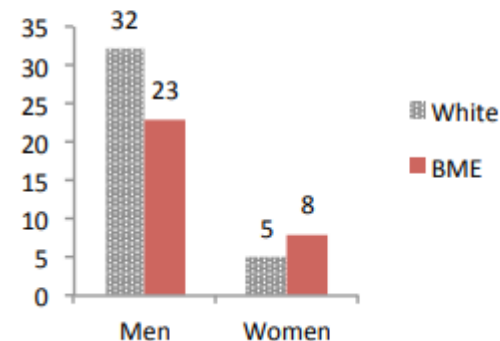


Figure 17 -

The proportion of men and women employed in STEM occupations varies by ethnicity²⁷⁹



Engineering and Computer Science

University of Hertfordshire

Figure 27: UG to PGR progression pipeline - CS

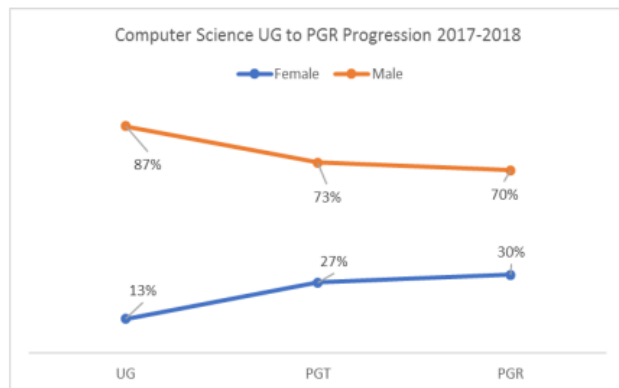
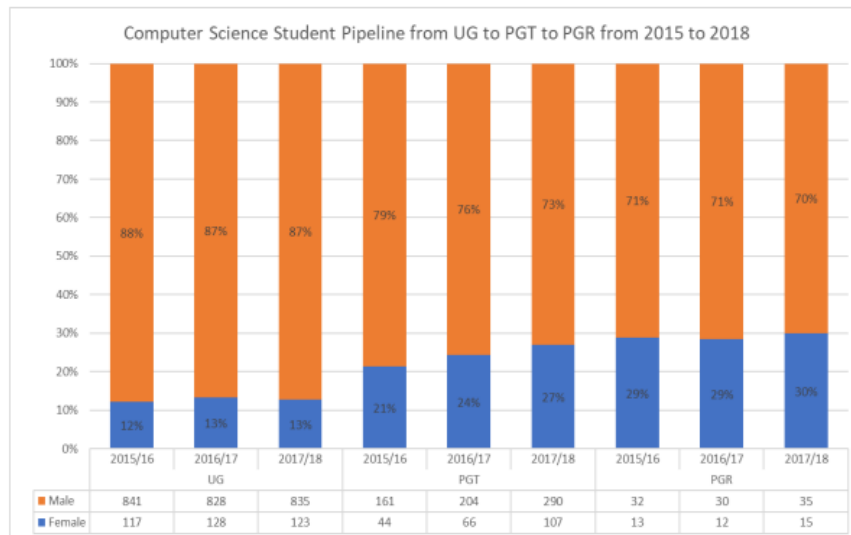
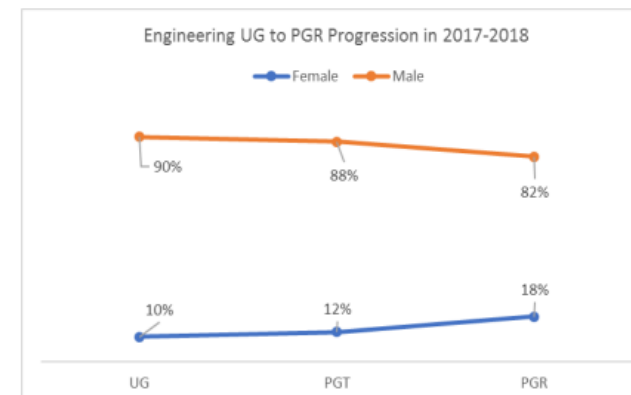
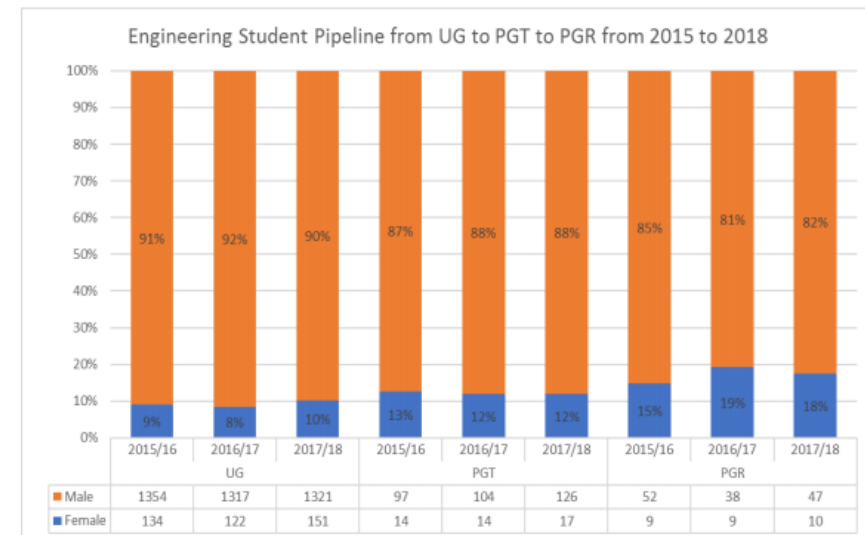


Figure 28: UG to PGR progression pipeline - ENG

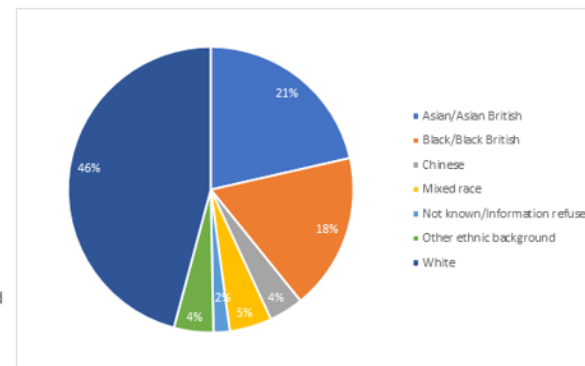
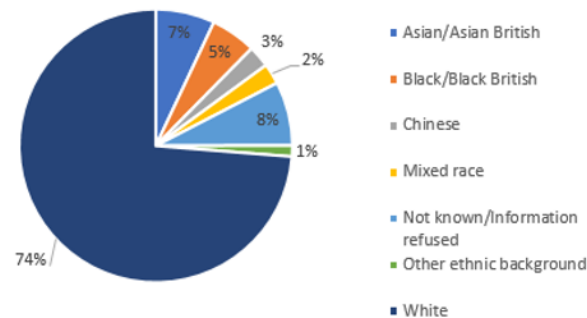


UH Equality Objectives

Students and Staff

There are Equality, Diversity and Inclusion (EDI) and wellbeing themes and targets within the University's Strategic Plan 2020-2025.

- Reduce the BAME awarding gap by 50%
- Increase senior academic women (AM1 and above) by 10%
- Increase senior BAME staff (UH9 and above) to 16% and increase BAME teaching staff to 25%



Declared ethnicity of staff (left) and students (right)

Advancing equality of opportunity

Charter Mark schemes

- Athena SWAN Institutional Bronze award (8 Departmental awards)
- One of only 14 universities in the UK to hold a Race Equality Charter Bronze award
- Level 1: Disability Confident Committed, working to progress to Level 2: Disability Confident Employer
- Formerly a Stonewall Diversity Champion, priority to re-commit in 2020
- Mental Health Charter
- HREiR award since 2010, EDI elements in relation to researchers
- One of only 17 universities to partner with Stammerers Through University Consultancy (STUC)



Celebrating the diversity of our community

Events

- Black History Month
 - LGBT+ History Month
 - Women's History Month
 - International Women's and Men's Days
 - International Day of Persons with Disabilities
 - International Day of Families
 - Carers Week
 - Gypsy, Roma and Traveller Month
 - International Day of Older Persons
- Etc...



Celebrating the diversity of our community

Staff Networks

University of Hertfordshire UH

BAME STAFF NETWORK

The University of Hertfordshire BAME Staff Network was established to support and represent staff members who identify as Black, Asian and Minority Ethnic within the University.

Aims of the network:

- To provide a forum for BAME staff to network and discuss matters that are of interest to them, helping influence decision and policy making.
- To promote a positive diverse socio-cultural environment across the University.
- To encourage and support BAME staff to progress with their careers, including identifying development opportunities, promoting leadership courses, providing networking skills training, identifying role models and mentors.

GET IN TOUCH:
For more information about the network, or to join the mailing list, contact the BAME Chair directly at bame@herts.ac.uk
Contact the Equality Office equality@herts.ac.uk
Search 'BAME' on Herts Hub to find out more

Together we make a difference

University of Hertfordshire UH

LGBT+ NETWORK

**Lesbian
Gay
Bisexual
Trans +**

Both LGBT+ people and straight allies are welcome.

The group encourages staff to socialise, to share information, advice and ideas, and to have a voice within the University.

GET IN TOUCH:
For more information about the network, or to join the mailing list, contact the LGBT+ Chair directly at lgbt@herts.ac.uk
Contact the Equality Office equality@herts.ac.uk
Search 'LGBT+' on Herts Hub to find out more

Together we make a difference

University of Hertfordshire UH

Menopause NETWORK

The University of Hertfordshire Menopause Staff Network was established to support and represent staff members who are:

- affected by menopause or menopause-related symptoms, including perimenopause
- supporting family, friend's, colleagues with menopause
- interested in finding out more about how to access support for themselves or family, friends, colleagues in future in relation to menopause

Aims of the network:

- To provide a forum for staff affected by menopause to network and discuss matters that are of interest to them, helping influence decision and policy making.
- To share best practice and ideas with network members
- To raise awareness of menopause-related issues at work

GET IN TOUCH:
For more information about the network, or to join the mailing list, contact the Menopause Chair directly at menopause@herts.ac.uk
Contact the Equality Office equality@herts.ac.uk
Search 'Menopause' on Herts Hub to find out more

Together we make a difference

University of Hertfordshire UH

Working Parents NETWORK

The University of Hertfordshire Working Parents Network (WPN) was established to support all staff members who are parents or expectant parents, working full or part-time.

Aims of the network:

- To provide information and informal peer support to working parents
- To network and share ideas, advice and experience of balancing work-family life
- To foster new links and friendships across the University

We appreciate that you may not be able to attend meetings or events, but you can still receive regular updates and information relevant to the group via email, so do sign up if you are interested.

GET IN TOUCH:
For more information about the network, or to join the mailing list, contact the WPN Chair directly at wpn@herts.ac.uk
Contact the Equality Office equality@herts.ac.uk
Search 'WPN' on Herts Hub to find out more

Together we make a difference

Academic
Women's
Advancement
Group
(AWAG)

University of Hertfordshire UH

UH CARERS

"You are a carer if you provide help and support, unpaid, to a family member, friend or neighbour who would otherwise not be able to manage. The person you care for may have a physical or learning disability, dementia, mental health problems, may misuse drugs or alcohol or may be ill or frail. The person may live with you or elsewhere and may be an adult or a child but they rely on you for support."

Care in Hertfordshire

The University is committed to supporting those staff who have a caring responsibility and the UH Carers Network aims to facilitate peer support and advice around living/working with caring responsibilities. It will be an opportunity for staff to:

- Share ideas, advice and experience
- Share good working practice
- Have a voice within the University that may influence decision and policy making at senior levels

GET IN TOUCH:
For more information about the network, or to join the mailing list, contact the UH Carers Chair directly at uhcarers@herts.ac.uk
Contact the Equality Office equality@herts.ac.uk
Search 'Carers' on Herts Hub to find out more

Together we make a difference

University of Hertfordshire UH

DAWN Disability and Wellbeing Network

The University is committed to supporting staff who have a disability, and so the Disability and Wellbeing Network (DAWN) aims to facilitate peer support and advice around living/working with a disability, and to educate others by spreading a positive message about disability.

This is an open group allowing disabled members of staff and staff with an interest in disability to come together and confidentially:

- Share ideas, advice and experience
- Share good working practice
- Have a voice within the University that may influence decision and policy making at senior levels

GET IN TOUCH:
For more information about the network, or to join the mailing list, contact the DAWN Chair directly at dawn@herts.ac.uk
Contact the Equality Office equality@herts.ac.uk
Search 'DAWN' on Herts Hub to find out more

Together we make a difference

Women+
Professors
Network
(W+PN)

Promoting Inclusion Training

- Equality and Diversity Essentials
- Unconscious Bias
- Cultural Awareness
- Dignity and Respect: Dealing with Bullying and Harassment
- Trans Awareness
- Disability Awareness
- Conducting Equality Impact Assessments (from 2020)

Etc...

CULTURAL AWARENESS

A NEW EQUALITY OFFICE WORKSHOP



CONFRONTING ETHNOCENTRISM

Interacting across cultures with diverse individuals at UH can be enlightening and educational, yet also challenging. A culturally inclusive environment requires mutual respect, effective relationships, clear communication, explicit understandings about expectations and critical self-reflection.

This workshop encourages participants to consider and recognise their own ethnocentric attitudes and behaviours while increasing awareness of ways in which cultural difference can create barriers to effective communication, and considering workplace practices which facilitate greater understanding of different cultures.

WHAT CAN I EXPECT?

Participants will explore their own orientations to the issues through discussions and experiential activities. This is a very interactive workshop, so come prepared to listen to others and share your own ideas.

UPCOMING DATES:

- 6th November 2017, 09:30-12:30
- 17th November 2017, 9:30-12:30
- 25th January 2018, 13:30-16:30
- 27th February 2018, 09:30-12:30
- 16th May 2018, 13:30-16:30
- 20th June 2018, 09:30-12:30

HOW TO BOOK:

- All workshops should be booked through your online CORE portal

FOR MORE INFORMATION, PLEASE CONTACT
S.GOLER-SOLECKI@HERTS.AC.UK



Promoting inclusion

Gender Neutral Toilets (GNTs) and Transgender Guidance

- Trans equality is an evolving equality area
- Currently finalising the development of UH Trans Guidance (including key processes, contacts and information) to support staff and students
- GNTs to be rolled out across both College Lane and de Havilland campuses
- All new buildings will also be equipped with in-built GNTs (e.g. Enterprise Hub)

GENDER-NEUTRAL TOILETS

WHO DO THEY BENEFIT?
Everyone, especially transgender or gender non-conforming people, carers and parents with small children.

WHAT ARE THEY?
They are simply toilets that can be used by anyone, regardless of their gender.

BE RESPECTFUL
If you are using this facility, please be respectful of others. Close cubicle doors whilst using the toilet and make sure the toilet cubicle is left clean.

WHY DO WE NEED THEM?
It is important we provide appropriate facilities so everyone can go to the toilet without fear of discrimination, harassment or violence.

I DON'T WANT TO USE A GENDER-NEUTRAL TOILET
That's OK, there will still be men's and ladies toilets in all university buildings. You choose which facility you want to use.

Did you know that 70% of trans people have experienced verbal harassment, denial of access or physical assault whilst using a gendered toilet facility?

To find out more information about gender-neutral toilets, please contact equality@herts.ac.uk

Please contact estates@herts.ac.uk to report any issues with this facility.

Promoting inclusion

Dignity and Respect Advisors

- Managed and supported by Equality Office
- Provide information, signposting and confidential and impartial support
- Discuss ways of informally resolving issues
- Advise how to make a formal complaint if appropriate
- ☐ Suggest other services in the University that may be of support

University of Hertfordshire UH

Don't suffer in silence

Are you experiencing bullying or harassment?
Don't suffer in silence – support is on hand.

What is Bullying and Harassment?
It is unwanted behaviour which can be offensive, malicious or insulting. It has the purpose or effect of undermining, humiliating and violating your dignity and can create an intimidating, hostile and degrading environment.

What is the University's stance?
The University operates a zero-tolerance policy on bullying and/or harassment.

Where can you get help?
Seek a confidential interview with a Dignity and Respect Advisor who will be able to provide advice, guidance and signpost you to relevant support in the University, or contact the Equality Office on +44 (0)1707 284982.

Contact one of our impartial Dignity and Respect Advisors in confidence:

 Michelle Grace School Administration Manager School of Education m.j.grace@herts.ac.uk Ext. 5671	 Margaretta Nikolle Senior Lecturer School of Life and Medical Sciences m.nikolle@herts.ac.uk Ext. 3163
 Ian Haralson Data Protection Officer Office of the Vice-Chancellor i.haralson@herts.ac.uk Ext. 5264	 Lacour Silia De Matos Programme Leader and Admissions Tutor Hertfordshire Business School L.silia-de-matos@herts.ac.uk Ext. 1293 Speaks: English/Portuguese
 Sharon Price Executive Assistant Estates, Hospitality and Contract Services s.price@herts.ac.uk Ext. 3016	 Debbie Chillingworth Project Support Officer Planning, Development and Change d.chillingworth@herts.ac.uk Ext. 5836
 Sarah Bealey Senior Administrator Events and Awards Office s.bealey@herts.ac.uk Ext. 4926 Speaks: English/French	 Lewis Harbison-Barker Lecturer – Student Engagement and Skills Lead School of Creative Arts l.harbisonbarker@herts.ac.uk Ext. 3463
 Harsha Ladha Research Office Administrator (Communications) h.ladha@herts.ac.uk Ext. 4687 Speaks: English/Hindi/Gujarati	 Amanda Clark Principal Technical Officer, Student Engagement Team School of Education a.clark@herts.ac.uk Ext. 5731

fear stress offensive humiliation **lonely threats insults** **depression, offensive**

Promoting inclusion

Combatting discrimination

- Third Party Reporting Centre for hate crime
- Staff and student drop-ins and appointments
- Case mediation



SPREAD SWEETS NOT HATE!

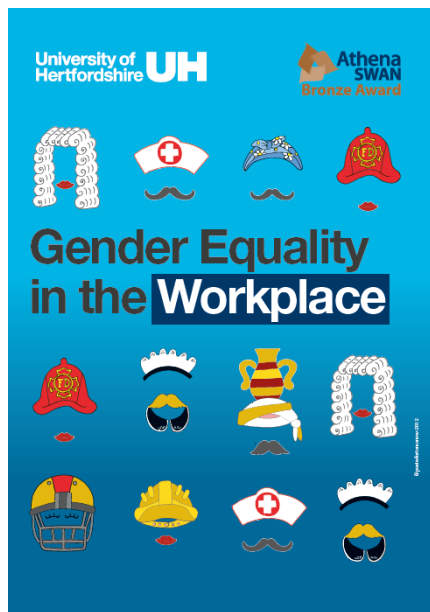
Please join us in sampling sweet treats from around the world, an event organised to celebrate the diversity of the University and promote community cohesion whilst raising awareness of hate crime for National Hate Crime Awareness Week (12th - 19th Oct).

16th October, 12-2pm
Atrium, de Havilland

Organised in collaboration with the
Equality Office, Herts Constabulary, Herts
County Council, Chaplaincy, Staff
Networks, Students' Union and LGBT+
Student Society.

Promoting inclusion

Information and guidance



Discussion

- How is equality advanced in your country/institution?
- Are you aware of policies and/or legislation in place?
- How do you ensure inclusivity in your own professional practice?



How can we advance and promote EDI?

- Act in the best interests of students/colleagues regardless of personal views on gender, age, ethnicity, disability, sexuality, lifestyle, culture, political or religious views, social or economic status
- Treat everyone fairly and remove or minimise disadvantages
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people
- Actively report and avoid discriminatory behaviour and treatment and challenge inappropriate behaviour
- Create a work/study environment free from harassment, victimisation and bullying
- Question your own stereotypes, preconceptions and assumptions about people
- Take positive action



