

# Equality and Diversity **NEWS**

Issue 1 Spring / Summer 2010



*We hope you find this newsletter informative and interesting. It will be published twice a year. We invite you to contribute articles about equality and diversity news, views, stories and events for future editions. If you would like to do so, please send it to [equality@bradford.ac.uk](mailto:equality@bradford.ac.uk). Please make submissions no longer than 500 words.*

*Please let us know if you have any feedback on this newsletter.*

## **Message from Mark Cleary, Vice-Chancellor and Principal**

I'm delighted to introduce this first newsletter about our work on equality and diversity. The intention is to provide staff and students with an update about the range of activities we are undertaking to ensure that we fully support and reflect the diversity of everyone at the University of Bradford. I believe we have much that we can be proud of. The University can and should be a beacon of good practice. Of course we do have much to learn and much to do but I hope these updates will help colleagues to better understand and appreciate how important that work is. It should be integral to all of our activities.

*Mark Cleary*

# University of Bradford Equality Unit

The Equality Unit is located in the Richmond Building and currently has five staff:

- **Uduak (Udy) Archibong:** Professor of Diversity, Strategic Lead for Equality and Diversity and Line Manager of Equality Unit
- **Kathy Hobbs:** Newly recruited Equality and Diversity Manager commencing April 2010
- **Kez Hayat:** Equality Officer and currently acting Equality and Diversity Manager until Kathy Hobbs begins
- **Rob Rhodes:** Equality Impact Assessment Officer
- **Narkis Rahman:** Equality Administrator

We are here to provide strategic advice and guidance to the University, its staff and students, on all matters around equality and diversity.

We aim to make the University a place free from unlawful discrimination and in which staff and students can work and study in an inclusive and ethical environment.

## We can offer you help and advice on:

- Equality legislation
- Bullying, harassment and victimisation
- Equality impact assessments
- Training on equality and diversity
- Diversity monitoring and data
- Principles and practices of equality and diversity
- The University's equality and diversity work
- Best practice in equality and diversity
- Supporting your staff, students and each other in promoting an equitable and respectful environment

Please do not hesitate to contact us: **equality@bradford.ac.uk** or extension **5707**.

For more information, visit our website: **[www.brad.ac.uk/equality](http://www.brad.ac.uk/equality)**

The University has a number of other structures to discuss and embed equality and diversity, including staff equality networks (discussed later in this newsletter), the Disability Service, Centre for Inclusion and Diversity, Diversity and Inclusion in Learning, Teaching and Assessment Network, and Diversity in Research.

## Meet the Equality and Diversity Unit staff

### Uduak (Udy) Archibong **Professor of Diversity**

I am Professor of Diversity and Director of the Centre for Inclusion and Diversity at the University. My research, teaching and knowledge transfer activities broadly cover the areas of workforce diversity, leadership development, family-centred health care and cross-cultural negotiation of community / family access to, and engagement in health and social services. I have published extensively on inclusion and diversity.

I am responsible for providing strategic oversight for equality and diversity across the institution and line manage the Equality and Diversity Unit, including taking responsibility for overseeing and promoting its strategy and work.

### Kathy Hobbs **Equality and Diversity Manager**

We are delighted to announce the appointment in February 2010 of Kathy Hobbs who will be the new Equality and Diversity Manager. She will start at the University in April 2010 and we look forward to having her as part of the team.

### Kez Hayat **Equality and Diversity Officer/Acting Equality and Diversity Manager**

I started employment with the University of Bradford in September 2008 as Equality and Diversity Officer. Since July 2009 I have been acting up in the position of Equality and Diversity Manger until the University appoints a replacement.

My background has mainly been in the Public Sector and the majority of this time has been within

Local Government. My roles have been focused around Equality and Diversity with emphasis on community and staff engagement with equality related groups.

My role at the University is to provide advice and guidance on a range of equality and diversity related matters. In addition I manage the University's E-learning Diversity in the Workplace module.

### Rob Rhodes **Equality Impact Assessment Officer**

My background is mainly in human rights, having worked both in the UK and internationally in non-governmental campaigning organisations.

In the last few years I have moved more into the field of equality and diversity, with a particular interest in anti-discrimination, and prior to working at the University of Bradford, I worked in the civil service in London doing policy work and equality impact assessments.

I can offer you tailored training, one to one support and advice, and any other support and guidance you feel you need to carry out equality impact assessments - or if you just want some more information about equality and diversity, and equality impact assessments.

### Narkis Rahman **Equality and Diversity Administrator**

I am responsible for providing secretarial and administrative support for the Equality Unit and am also the first point of contact in relation to any issues regarding equality and diversity.

## New Equality and Diversity Structures at the University

Positive changes to the University's Equality and Diversity structures have been introduced.

Over the last few years the University has defined a clear agenda to promote an inclusive, and supportive, healthy and equitable working and learning environment that is consistent with the university's core value – 'confronting inequality and celebrating diversity'. There is a renewed approach which sets out a strong commitment to bringing about positive change through mainstreaming equality and diversity in all core functions of the University.

Some key changes include:

- The Equality and Diversity Unit has been placed within the structure of the Vice Chancellors Office.
- Mark Cleary, Vice Chancellor, now chairs the Equality and Diversity Committee (EDC).
- We have established an Equality and Diversity Executive Group to support and complement the EDC and strengthen the equality and diversity agenda.
- We have developed and implemented a new Dignity and Respect policy and network of Dignity and Respect Support Contact Persons.

## International Day of Disabled People 2008 and 2009

The International Day of Disabled People (IDDP) was celebrated on the 3rd of December 2008. In 2009, we held a week of events to celebrate the Day.

In 2008, the Disability Service in conjunction with N-able (the disabled staff network) held a day of events in the Horton Barn. The event included the launch of N-able and the launch of the new guidelines for supporting disabled staff.

Speakers included Mole Chapman, Ghazala Mir, Mark Cleary and Geoff Layer and the programme covered a series of issues ranging from inclusive practices to disability and Islam. The entire day was captured in picture form by a graphic artist. Workshops were held on supporting students with Aspergers Syndrome and disability imagery in the media.

Groups from the community were represented including Bradnet, Access to Work and

Contact Peer Support. Entertainment was provided by a local jazz band and food and refreshments were served.

The response we received from those attending was very positive and the feedback was excellent:

"Found the talk by Mole very inspirational and also challenged me to broaden my own mindscape"

"Well organised and good to make links with other organisations"

"Info and content were great – shame there were not more staff and students here"

One downside of the day was the unexpected snow which stopped many people from being able to attend. It also fell on the same day as graduations so we were unable to be as visible as we had hoped, or engage people who were busy elsewhere.

## University becomes a member of the Stonewall Diversity Champions Programme



At a special Respect Sexual Orientation (RSO) meeting in March 2009, Brent Chamberlain from Stonewall – one of the main campaigning and lobbying groups in the UK for lesbian, gay and bisexual equality – gave a presentation to the group on 'Sexual Orientation in Higher Education: The Issues and Some Solutions'. Present at the meeting were Geoff Layer, Deputy Vice Chancellor, Janet Jones, Head of Human Resources, Naseem Zaman, Head of the Equality and Diversity Unit, and Antonia Ridge, Deputy Head of Personnel.

After Brent's presentation, laying out the support that Stonewall can give to employers wanting to improve the workplace for lesbian, gay and bisexual (LGB) staff, and the particular challenges faced by institutions of Higher Education, it was agreed that the University would join Stonewall's Diversity Champions Programme.

Signing up to the programme gives the University access to Stonewall's workplace team who will work with us to promote equality within the institution for LGB people, whether this is to help make our equality and diversity policies more specific and relevant to LGB staff and students, or make us more effective in tackling bullying and harassment. Here, there can be very specific issues for LGB staff and students in the University who may face bullying on the grounds of sexual orientation but not be 'out' about their sexuality – making reporting the problem particularly difficult.

Alongside Stonewall's workplace team, the RSO group aims to support the University in making an application to their index of top 100 employers in the UK. Although competition is tough to get into the top 100 and it is unlikely we will achieve this at first go, we aim to make the University of Bradford one of the first institutions of higher education in the top 100 index.

However, there's a lot of hard work to do before then. The payoff, though, will be to improve the experience of LGB staff and students working and studying in the institution and to be able to advertise ourselves honestly as a place that is safe and welcoming for LGB people – one that is ready and able to combat discrimination or bullying of anyone on the grounds of their sexual orientation.

## Lesbian, gay, bisexual and transgender (LGBT) History Month 2010

In February 2010 the University participated in LGBT History Month.

LGBT History Month aims to celebrate lesbian, gay, bisexual and transgender (LGBT) achievements and contributions and the struggle for LGBT civil rights and equality.

Among the supporters and patrons of the event are Sir Ian McKellan, actor and renowned LGBT rights activist. The Month is celebrated with a range of activities in many countries around the world and is supported by the UK Government.

You can find more information about LGBT History Month at [www.lgbthistorymonth.org.uk](http://www.lgbthistorymonth.org.uk).

The main contribution made by the University was sponsoring the annual Equity Partnership Awards on the 17th February 2010. The Equity Partnership is the main LGB organisation in Bradford and the awards are given to local organisations, groups and individuals who have made an outstanding contribution to enhancing the lives of LGB people during the year.

The student LGBTQ group also organised events to celebrate the month.

## Black History Month 2009

October is designated as Black History Month, and in October 2009 the University held a number of events as part of a wider programme of celebrations in conjunction with other public sector bodies from across the Bradford district.

Black History Month has its roots in the rediscovery and celebration of Black history and heritage and disseminates knowledge about the positive Black contributions made to society. This is a major opportunity to celebrate diversity - a crucial part of our identity - as University and Student Union teams work together to host artistic and intellectual events to promote greater understanding and harmony across all of the diverse cultures we value here at the University of Bradford.

Events included an international soiree showcasing international cuisines, a trip to the Liverpool Maritime Museum, Jazz in the Atrium, speakers and debates, and an exhibition of Black pioneers in the present and from the past.

The day was a great success and we are planning similar activities for Black History Month 2010.

## Celebrating Diversity Day

**The University will hold a Diversity Day on 27 May 2010.**

The event will highlight and promote the importance of equality and diversity across all strands at the University (race, disability, gender, transgender, sexual orientation, age and religion or belief), and will give you an opportunity to learn more about the work of the University and the Equality Unit.

The Day will include speakers, fun and interactive events and stands in the Atrium with information and advice about a range of equality and diversity issues.

Look out for further details shortly!

## Race Equality Staff Forum (RESF) and BME Leadership Programme

RESF nominated two of its members to participate in the Stellar HE executive development programme. The programme for Diverse Leaders in Higher Education is designed specifically to develop and implement leadership strategies that reflect the unique challenges and experiences of black and minority ethnic (BME) academic and professional staff across the higher education sector. Stellar HE is supported and funded by HEFCE, the Higher Education Funding Council for England, and involves collaboration between the Leadership Foundation for Higher Education, the Equality Challenge Unit, and nine Higher Education institutions.

The aim of this programme is to facilitate increased representation of black and minority ethnic professionals at senior management level. Additionally, it aims to provide more equal access to promotion and professional development, and increased motivation and retention of our talented staff.

## Race Equality Staff Forum and the Race Review.

The Vice Chancellor Mark Cleary invited the Race Equality Staff Forum to participate in the Implementation Group and its Task Groups that were established to oversee the carrying out of the numerous recommendations made by an independent Race Review.

Representatives from the Forum participated in the main committee chaired by the Vice Chancellor and in the Task Groups on staff networks and grievance procedures. Forum members were able to provide feedback to management

on a range of issues in order that a more effective delivery of policies and procedures relating to race and ethnicity were implemented.

Members of the forum played a positive role in the activities of the Implementation Group and its Task Groups which were responsible for the development and change in the corporate structure, including the incorporation of the Equality and Diversity Unit into the Offices of the Vice Chancellor, changes to training and implementation of diversity policy in the

institution, review of the grievance procedure and introducing a mediation process.

The Forum took the view that this was an opportunity for the University to address policies, procedures and practise pertaining to diversity as a whole - sexuality, gender, disability, age and religion and belief - across the University, and changing the corporate culture. The forum was pleased that it was able to effectively participate in this process.

## Student activity for equality and diversity

Many students at the University are involved in equality and diversity in a number of important ways, including through the Students' Union. This includes equality and diversity student representatives, Sabbatical Officers, and student societies and groups which focus on equality and diversity issues. You can find more information through their website:

<http://www.ubuonline.co.uk/>



# University of Bradford Staff Networks

The University of Bradford runs and supports three staff networks to discuss equality and diversity. The chairs of the networks sit on the Equality and Diversity Committee, and the networks play an important role in defining and inputting into the University's work around equality and diversity.

We also have a Diversity Staff Forum to discuss issues across all equality strands and who support and feed into the work of the Equality and Diversity Committee. The chairs of the networks sit on this forum.

You are welcome and encouraged to join any of the networks if you are interested – please see below for further details.

## Gender Forum

We are in the process of establishing a Gender Forum. This will be for anyone who is interested in issues of gender, gender identity, and gender equality, and will be convened by Fran Wright. Contact her or the Equality Unit if you are interested in more information or becoming involved. We will provide further details through Staff Briefing shortly.

## Race Equality Staff Forum (RESF)

The RESF is a staff support network which is independent of the university managerial structure.

The key aims of the Forum include:

- Promoting the University's approach to race equality and good race relations.
- Providing a safe environment for cultural competency.
- Providing cross-disciplinary role models and advocates for progress in making diversity a reality in the University.
- Contributing to the work of the Equality & Diversity Committee and to the Equality and Diversity

Executive Group either directly or through the Staff Forum Group.

- Offering a formal and informal support network for staff within the University.
- Celebrating and promoting success within the organisation and in the Bradford & District communities.

### **Achievements:**

The RESF is in constant dialogue with the Vice Chancellor Mark Cleary and he attends Forum meetings to discuss race issues at the University with members. In this process of dialogue with University management the

Forum made a contribution to the recommendations of the Race Review by participating in the Implementation Group and Task Groups.

Other achievements of the Forum include the organisation of Black History Day. The Black History Day organized by the RESF is an annual mainstream University event. Black History Month has been celebrated nationally in October for the last thirty years and celebrates the achievement and hidden histories of the BME communities. Along with national events, regional activities are held throughout this month.

## Plans for the Future:

The forum has developed an action plan which is in the process of being implemented.

- To increase membership and recognition of the forum
- To engage with decision making and management in ensuring that racial equality is reflected within the University.
- To raise awareness of staff development courses for BME staff.
- RESF to contribute to the development of Race Equality Scheme.

- Positive initiatives to support the development and progression of BME staff.
- To monitor staff recruitment, selection and promotion.
- To organise public events celebrating BME achievements.

Membership is voluntary and open to all members of the university, irrespective of race and ethnicity, and they can contact the Equality Unit or the Forum chair directly or simply come to a business meeting.

**Chair: Yunas Samad: [a.y.samad@bradford.ac.uk](mailto:a.y.samad@bradford.ac.uk)**



## Respect Sexual Orientation Group

The Respect Sexual Orientation group aims to raise the profile of issues around sexual orientation in work and study and to combat discrimination, bullying or harassment on the grounds of sexual orientation, creating an environment of respect.

We provide a safe and confidential atmosphere where people can meet to discuss these issues and what we can do about them. We have business meetings six times a year where we discuss the actions we want to take and also social meetings where we meet once a month over lunch for support, camaraderie or just a chat.

Among our key achievements has been the development of a full action plan which has been approved by the University's Equality and Diversity Committee, on which the

co-chairs of the group sit, and working with Bradford's Equity Partnership to help sponsor the city's annual Pride celebrations. Plans for the future involve working towards the University making a submission to Stonewall's Workplace Equality Index and hopefully getting us into their list of top 100 employers.

To join the group just get in touch with one of the co-chairs, either Ian Burkitt ([i.burkitt@bradford.ac.uk](mailto:i.burkitt@bradford.ac.uk)) or Clare Beckett ([c.beckett@bradford.ac.uk](mailto:c.beckett@bradford.ac.uk)), or come along to a business or social meeting advertised in Staff Briefing.

Even if you don't want to attend any meetings we can add you to our anonymised email list so you can get full updates on our activities.



## N-Able group for disabled staff

Supported by the University's Disability Office, N-ABLE (formally known as Disabled Staff Network) meets regularly to discuss issues, initiatives and support on a range of disability matters. There is also an email forum and Blackboard discussion facility.

The group aims to:

- Raise awareness of disability
- Discuss and address common issues or problems
- Provide mutual support
- Share knowledge
- Provide a voice for disabled staff

The Chair of the Forum has a place on the University's Equality and Diversity Committee, the formal route for recommending policy, initiatives and action to the University's Senate and Council.

For more information about the group or details of the next meeting, please contact Helena Jones/ Cath Hooson at [disabilities@bradford.ac.uk](mailto:disabilities@bradford.ac.uk)

## Dates for your diary

Here are some dates of national and international events related to equality, diversity and human rights. The University will be planning events to mark or celebrate many of these, so look out for further details. This list also includes details of some planned events by the University to watch out for.

|                          |  |
|--------------------------|--|
| <b>17 May 2010</b>       | <b>International Day Against Homophobia and Transphobia (IDAHO)</b>    |
| <b>27 May 2010</b>       | <b>University of Bradford Diversity Day</b>                            |
| <b>21 September 2010</b> | <b>International Day of Peace</b>                                      |
| <b>1 October 2010</b>    | <b>International Day for Older Persons</b>                             |
| <b>October 2010</b>      | <b>Black History Month</b>   |
| <b>12 October 2010</b>   | <b>World Mental Health Day</b>   |
| <b>7 November 2010</b>   | <b>Ban Bullying at Work and Study Day</b>                              |
| <b>14 November 2010</b>  | <b>World Diabetes Day</b>  |
| <b>20 November 2010</b>  | <b>Transgender Day of Remembrance</b>                                  |
| <b>25 November 2010</b>  | <b>International Day for the Elimination of Violence against Women</b> |
| <b>1 December 2010</b>   | <b>World AIDS Day</b>  |
| <b>December (TBC)</b>    | <b>Rosa Parks Symposium</b>  |
| <b>3 December 2010</b>   | <b>International Day of Disabled Persons</b>                           |
| <b>10 December 2010</b>  | <b>Human Rights Day</b>  |
| <b>February 2011</b>     | <b>LGBT History Month</b>  |
| <b>8 March 2011</b>      | <b>International Women's Day</b>                                       |
| <b>21 March 2011</b>     | <b>International Day for the Elimination of Racial Discrimination</b>  |

