

EDI NEWSLETTER

By Kate Pruce with contributions from EDI Committee members



WELCOME!

Welcome to the third edition of our Equality, Diversity, and Inclusion Newsletter. In this edition we'd like to highlight some key discussion points from recent meetings.

Information and email contacts:
<https://www.birmingham.ac.uk/schools/government/equality-and-diversity.aspx>

EDI Calendar

University of Birmingham –
The Inclusion Calendar
2023:

<https://intranet.birmingham.ac.uk/collaboration/equality/documents/inclusion-calendar/the-inclusion-calendar-2023-uob.pdf>

Race Equity Training
Session for Professional
Services staff: 26 July
2023



EDI Committee Areas of Work

Here is a summary of Committee discussions and actions so far. Please let us know if you have any input on our priorities and areas to address by contacting a member of the committee with your ideas and suggestions.

Updates and achievements:

- 1) **Athena SWAN extension** – Our Athena SWAN award has been extended and is now valid until 30 September 2024. The renewal deadline is 31 March 2025, and we will be in touch about the details of the reapplication process in the Autumn Term 2023.
- 2) **EDI Forum** – School Head of Equality, Diversity, and Inclusion, Mwita Chacha, held a School EDI Forum on 11 May 2023. The Forum included a discussion on harassment and bullying prompted by low satisfaction with how such issues are addressed by the School and poor user experience with UoB websites.

❖ **Relevant policies and procedures**

Harassment and bullying policy

- Definitions of terms
- Informal and formal processes of addressing concern

University Ordinances

- Disciplinary and grievance procedures

Grievance Process

- Guide on UoB's grievance process for academic and professional services staff

❖ **Complaints procedure**

- Document everything regarding the incident.
- Contact a HR Advisor especially when seeking to file a formal complaint.
- Complaints against students handled through the Academic Registrar and Head of College.
- The Students' Complaints procedure has now been added to the School's ED&I intranet pages.

CoSS EDI Survey results

Results from the 2023 CoSS EDI Survey have now been released. While there were some improvements in staff attitudes, the survey also indicated areas of concern. About 60% of respondents either agreed or strongly agreed that they felt they belonged to the School. 53% of respondents agreed or strongly agreed that they knew how to report bullying and harassment. Additionally, about 45.31% of respondents stated that the balance between their work and personal life was about right (See Figure 1), an increase from 25.37% of respondents in the 2021 EDI survey.

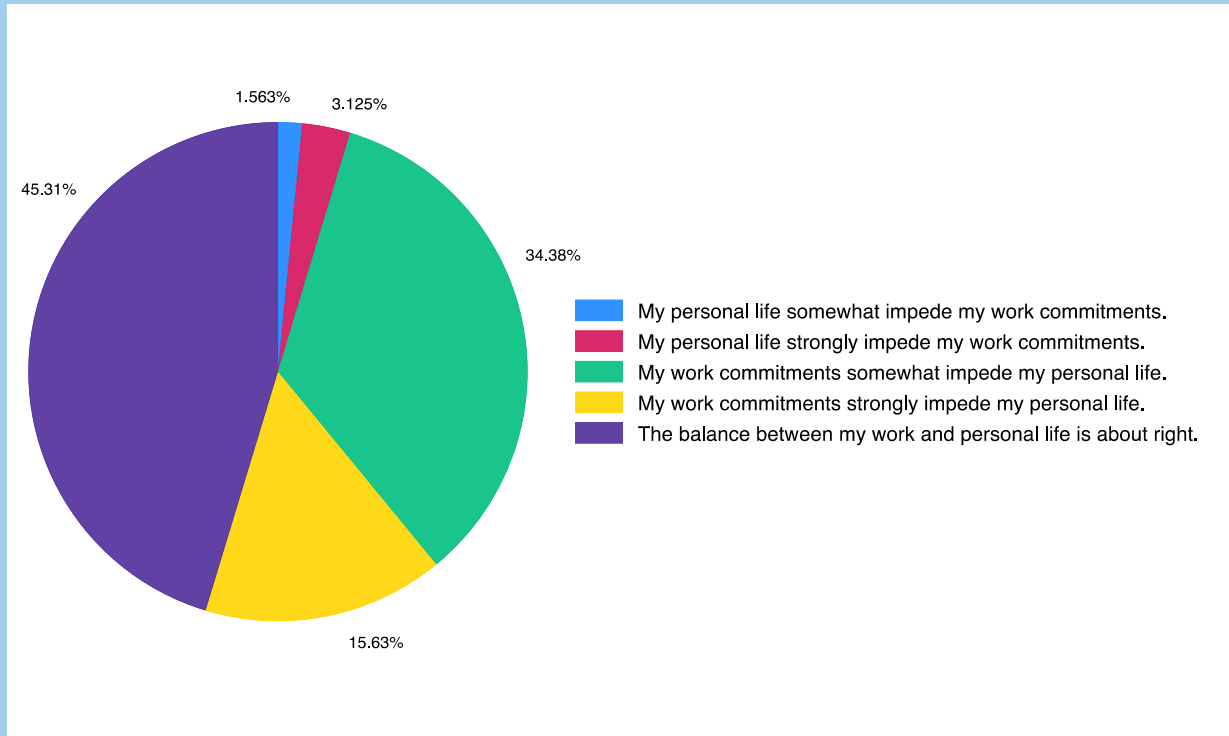


Figure 1: Results for question 'How well balanced is your work and personal life?'

However, 39.73% of respondents agreed or strongly agreed that gender diversity was well represented in the School while 35.68% agreed or strongly agreed that racial diversity was well represented in the School. 38.89% of respondents agreed or strongly agreed that School communications were clear and relevant to them and their roles while 26.41% of respondents agreed or strongly agreed that they were satisfied with how bullying and harassment were address in the School.

The EDI Committee intends to investigate the results further including through organising focus groups. The survey results will also be used to inform the Committee's proposals for realizing aspirations set out in the College's Equality Scheme.

Ambassador Updates:

Adriénn Crawford-Dunn and Anabelen Rodriguez Ulloa have been our amazing Undergraduate EDI ambassadors this year, and are now stepping down. Thank you both so much for all your hard work and congratulations on your graduations last week!

Anabelen and Adriénn worked on the advertising and relaunch of Pósis In Colour, assisting with forming the new committee and supporting them to rebuild their status. Furthermore, they helped construct and review the Pósis in Colour Student Survey, for which the results are still being analysed.

They have also proposed a Black and minority ethnic women in politics event open to all years, with the involvement of alumni. This will be a networking space to discuss university experiences, life experiences and share career opportunities.

Priorities and ongoing actions:

- 1) **Monitor Athena SWAN Action Plan via an Action Tracker** – The Action Tracker has been updated to reflect the revised deadlines in light of the extended period to reapply. The Tracker will be coordinated by the Self-Assessment Team (SAT) during the Athena SWAN re-application process.
- 2) **Focus group discussions** – The EDI Committee will organise a series of focus groups discussions with PGR students with the aim of better understanding submission and retention.
- 3) **School's contributions to the CoSS Equality Scheme** – The EDI Committee is discussing targets and aspirations for representation of women and minority ethnic academic staff within the School, based on current recruitment levels and also promotions. The Committee has noted that currently the data is only targeting binary gender aspirations, and that it does not capture all protected characteristics e.g. disability, transgender. This has been raised with the DPVC for EDI.
- 4) **Curriculum audit** – The last audit of UG programmes was voluntary, did not include a specific EDI agenda and generated some opposition from colleagues. Possible solutions have been discussed including:
 - Socialise the audit at a School-wide event, to explain the purpose and approach.
 - Set objectives for the future alongside the usual retrospective audit.
 - Use external examiners to look at the School's curriculum questions; and alongside this colleagues to offer their module to receive feedback.
 - Include EDI progress within the audit.

Useful University EDI Links

[UoB Central Equality, Diversity and Inclusion Team](#)
equality@contacts.bham.ac.uk

[UoB Parents Carers Network](#)

[University of Birmingham LGBTQ Student Support Groups](#)

[Student Wellbeing](#)

[UoB Race Equality Network](#)

[Guild of Students LGBTQ Society](#)

[Student Disability Service](#)

[UoB Women's Network](#)

[UoB Damsa \(Disability and Mental Health Students' Association\), Guild of Students](#)

[UoB Enabling Staff Network](#)

[UoB Rainbow Network](#)

[School of Government Operations Team SharePoint pages](#)

Who to contact if ...?

I want to report EDI-related harassment, Sexual Misconduct and Violence:

UoB [Harassment Support Advisors](#)

University of Birmingham [Sexual Misconduct and Violence](#) information, support, and anonymous reporting tool

I would like wellbeing support:

School of Government Student Wellbeing - gov.wellbeing@contacts.bham.ac.uk

I would like LGBTQ support:

School LGBTQ Network:

Charlotte Galpin c.a.galpin@bham.ac.uk

George Kyris g.kyris@bham.ac.uk

Sources of information and Support

There are a range of sources of information and support in equality-related matters in the School, College, and University. In addition to reaching out to the School Head of EDI (Dr Mwita Chacha) or an EDI committee member detailed below, you can find further details on the School EDI website: [Equality and Diversity - School of Government - University of Birmingham](#)

Membership 2022 – 2023 and Points of Contact

Name	Role	Point of contact for:
Dr Mwita Chacha	School Head of Equality, Diversity, and Inclusion	All / general EDI issues, Academic - POLSIS
Dr Charlotte Galpin (she/her)	EDI Committee Member	All / general EDI issues, Academic - POLSIS, LGBTQ+ network
Dr Ash Stokoe (they/them)	EDI Committee Member	Academic - POLSIS, Early Career Researchers, LGBTQ+ network, Disabled students and staff
Dr Licia Cianetti	EDI Committee Member	Academic - POLSIS
Dr George Kyris	EDI Committee Member	Academic - POLSIS, LGBTQ+ network
Dr Karin Bottom	EDI Committee Member	Academic - INLOGOV
Dr Kate Pruce	EDI Committee Member	Academic - IDD, Early Career Researchers
Habibah Amin	EDI Committee Member	Professional Services
Sobia Baig	EDI Committee Member	Professional Services
Dee Pettifer (she/her)	EDI Committee Member	Professional Services
Prof Stefan Wolff	EDI Committee Member, Head of POLSIS	Academic, POLSIS
Paula Schwevers	School of Government EDI Rep for Postgraduate Research	POLSIS, Postgraduate Researchers
Adrienn Crawford-Dunn	UG School EDI ambassador	Undergraduate Student
Anabelen Rodriguez Ulloa	UG School EDI ambassador	Undergraduate Student
TBC	PGT School EDI ambassador	Postgraduate Student