

DIVERSITY NETWORKS

2011
2012

**THE UNIVERSITY OF
CAMBRIDGE IS
COMMITTED IN ITS
PURSUIT OF ACADEMIC
EXCELLENCE TO EQUALITY
OF OPPORTUNITY AND TO
A PROACTIVE AND
INCLUSIVE APPROACH TO
EQUALITY, WHICH
SUPPORTS AND
ENCOURAGES ALL UNDER-
REPRESENTED GROUPS,
PROMOTES AN INCLUSIVE
CULTURE, AND VALUES
DIVERSITY (UNIVERSITY
STATUTES &
ORDINANCES).**

WELCOME TO DIVERSITY NETWORKS 2011 - 2012

This booklet outlines the work of the University in progressing equality with its staff, student and partnership networks.



Photographs from People Matter Day 2010



UNIVERSITY EQUALITY CHAMPIONS

The Diversity Networks are supported by the University's Equality Champions who represent all protected groups, and also champion their specialist areas.



**Professor
Ian White
(Race)**



**Professor Dame
Athene Donald
(Gender)**



**Dr Nick Bampos
(Disability)**

DIVERSITY NETWORKS INCLUDE:

- Black and Minority Ethnic (BME) Staff Network
- Disabled Staff Network (DSN)
- Lesbian, Gay, Bisexual & Transgender (LGB&T) Staff Network
- Women's Staff Network (WSN)

WHO CAN JOIN A DIVERSITY NETWORK?

Staff Diversity Networks are open to individuals who work for the University, a College or an associated institution and are members of the relevant group.

OTHER DIVERSITY NETWORKS INCLUDE:

- Faith & Belief in Practice
- Women in Science, Engineering and Technology Initiative (WiSETI)
- Student Links
- E&D Partners

WHAT DO DIVERSITY NETWORKS DO?

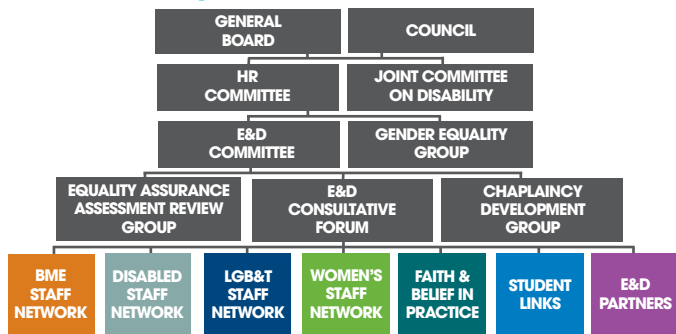
They help the University to progress equality by:

- **Providing regular forums for discussing diversity issues at work or study**
- **Contributing to policy development and implementation**
- **Providing networking opportunities**
- **Participating in University governance**
- **Arranging events to raise awareness and celebrate diversity**
- **Supporting the University's Equality Assurance Assessment process**
- **Raising issues within a safe environment**
- **Contributing to staff development activities**
- **Organising social events**

E&D CONSULTATIVE FORUM

The E&D Consultative Forum was developed to link the different Diversity Networks with the decision-making bodies of the University. Its purpose is to support the development and progress of the University's equalities policies and practice. Each Network has formal representation on the E&D Consultative Forum which reports to the Equality & Diversity (E&D) Committee. This Committee reports to the Human Resources (HR) Committee, which in turn reports to the General Board and Council.

The University's E&D Consultation Infrastructure



BME STAFF NETWORK



The BME Staff Network provides information and support to BME staff and welcomes any member of staff who identifies as Black, minority ethnic or is an international staff member.

In addition to general Network activities (page 5) the BME Staff Network is specifically involved in the following:

- Co-ordinating BME History Season in October – November each year
- Developing links with local BME communities
- Providing informal buddying and mentoring



Other key activities and events include:

- Annual Race Lecture
- Training and development workshops for BME staff
- Termly talks

If you would like to find out more about the BME Staff Network, contact: equality@admin.cam.ac.uk



Annual BME History Season Lecture 2010 Guest Speaker, Dr Shihan de Silva, Institute of Commonwealth Studies, with Terry Ndee, BME Steering Group

To join the BME Staff Network mailing list visit:
<https://lists.cam.ac.uk/mailman/listinfo/ucam-race-staff>

BME STAFF NETWORK CONTACTS

Priyamvada Gopal
Chair
pg268@cam.ac.uk

Oksana Gerasimova
Secretary
[oksana.gerasimova@admin.
cam.ac.uk](mailto:oksana.gerasimova@admin.cam.ac.uk)



**Professor Chinua Achebe at the
Audrey Richards Annual Lecture
BME History Season 2010**



**Benjamin Zephaniah Poetry Prize 2011
St Edmund's College Political Forum**

DISABLED STAFF NETWORK



The Disabled Staff Network (DSN) is open to all staff who identify with the legal definition of disability: a physical or mental impairment that has a substantial and long-term adverse effect on an individual's ability to carry out normal day-to-day activities. This includes specific learning difficulties (such as dyslexia), physical and sensory impairments, chronic illnesses (e.g. diabetes, cancer or multiple sclerosis), Asperger syndrome and mental health issues (e.g. depression).

To join the Disabled Staff Network mailing list visit:
<https://lists.cam.ac.uk/mailman/listinfo/soc-distanet>



People Matter Day 2010

Other key activities and events include:

- People Matter Week
- International Day for Persons with Disabilities
- Annual Disability Lecture
- Termly workshops and talks

If you would like to find out more about the DSN, contact: equality@admin.cam.ac.uk



(From left) Martin Vinnell, DSN Chair, Julian Huppert MP and Nick Bampos, University Equality Champion

DISABLED STAFF NETWORK CONTACTS

Martin Vinnell

Chair

martin.vinnell@admin.cam.ac.uk

Aless McCann

Secretary

aless.mccann@admin.cam.ac.uk



Dr Nicola Martin delivers the Annual Disability Lecture 2011



Annual Disability Lecture 2011

The LGB&T Staff Network provides information and support to LGB&T staff. In addition to general Network activities (page 5) the LGB&T Staff Network is specifically involved in the following:

- Providing informal buddying and mentoring
- Building links with local, regional and national LGB&T communities
- Providing specific support and resources for each individual LGB&T community

Activities and events include:

- Partner in the LGB&T History Month programme
- Annual LGB&T Lecture
- Termly workshops and talks
- Pride, London
- Pink Festival, Cambridge

Sandi Toksvig, comedienne and presenter, gives the Annual LGB&T History Month Lecture 2011



ADDITIONAL INFORMATION FOR LGB&T STAFF



INCLUSIVE BENEFITS FOR UNIVERSITY STAFF

Members of University staff who have same-sex partners are entitled to a range of benefits including those listed below. Full details can be found on the HR website at:

www.admin.cam.ac.uk/offices/hr/equality/networks/lgbt/benefits.html

- Parental leave
- Adoption
- Leave of absence
- Paternity leave
- Flexible working
- Pension
- Fertility treatment
- Employing and working with relatives



LGB&T Staff Network with CUSU
at Pride, London 2011

GETTING INVOLVED: 'ALLIES'

If you would like to know more about, get involved with, or support the LGB&T Staff Network, but don't identify as LGB or T, contact: equality@admin.cam.ac.uk



SPECIALIST SUPPORT SERVICES

Additional information and support is available from:

- **University Counselling Service**
www.counselling.cam.ac.uk/index.html
- **London Lesbian & Gay Switchboard**
www.llgs.org.uk
- **Lesbian & Gay Foundation**
www.lgf.org.uk
- **Families and Friends of Lesbians and Gays**
www.fflag.org.uk
- **Open Out**
Provides a third party reporting scheme for victims of hate crime including homophobic or transphobic hate crime
www.openoutcambs.org

For a full list of specialist contacts and advice, visit: www.cam.ac.uk/offices/hr/equality

LGB&T STAFF NETWORK CONTACTS

For support and advice, you can email a member of the LGB&T Steering Group or call ext. 35369/65743. All enquiries are confidential.



Naomi Young
Chair
ney21@cam.ac.uk



Clare Dickinson
Secretary
cll30@cam.ac.uk



Caroline Gonda
cjg29@cam.ac.uk



Andrew Webber
ajw12@cam.ac.uk

WOMEN'S STAFF NETWORK



The WSN provides a forum for all women who would like to get involved in progressing gender equality issues. In addition to general Network activities (page 5) the Women's Staff Network is specifically involved in building local, regional and national links with other women's groups.



Annual International Women's Day Lecture 2011 with Professor Nadjie Af-Ali, SOAS

Other key activities and events include:

- Annual International Women's Day Lecture
- Equal Pay briefings
- International Women's Day Cambridge Community Programme Partner
- Termly talks and workshops
- Informal mentoring and networking opportunities

If you would like to find out more about the WSN, contact: equality@admin.cam.ac.uk



Women of Note, part of the International Women's Day programme 2011



International Women's Day 2011

WOMEN'S STAFF NETWORK CONTACTS

Katie Bright-Ramon Pelegrin
Chair
katie.bright@admin.cam.ac.uk

Julie Brown
Secretary
j.brown@jbs.cam.ac.uk



Joan Court, 92,
Cambridge resident

**CENTENARY
CELEBRATIONS**

INTERNATIONAL WOMEN'S DAY 2011

For more events, full details or to book a place: www.cambridge.gov.uk tel: 01223 764091

The Women in Science, Engineering and Technology Initiative (WiSETI) is a positive action scheme that promotes and supports women from undergraduate to professor level, in the science (including clinical sciences), technology, engineering and mathematics (STEM) subject areas. Established in 1999, WiSETI aims to address the under-representation of women in employment and career progression in these disciplines.



(From left to right) Professor Dame Athene Donald (WiSETI Director), Dr Jonathan Nicholls (Registrar), Vice-Chancellor Professor Sir Leszek Borysiewicz, Professor Jeremy Sanders (WiSETI Chair) and Professor Ian White (University Equality Champion) with this year's guest speaker, (centre) Professor Sunetra Gupta, University of Oxford



WiSETI supports women in STEM at the University in a number of ways, including:

- **Organising activities such as seminars for early career female researchers, PhD students and postdocs**
- **Co-ordinating the Annual WiSETI Lecture**
- **Running a CV Mentoring Scheme for women in STEM wishing to apply for promotion**
- **Supporting good practice in science through Athena SWAN: www.athenaswan.org.uk**

For more information please contact the WiSETI Project Officer at: equality@admin.cam.ac.uk



Cake and Careers 2010



Cake and Careers 2011

FAITH & BELIEF IN PRACTICE



Faith and Belief in Practice is the work the collegiate University undertakes to fulfil its commitment to religion or belief equality. This work is overseen by the Chaplaincy Development Group (CDG).

Chaplaincy Development Group

The CDG is a partnership between the University, Trinity College and Great St Mary's Church. It oversees joint work on faith and belief in practice and supports the role of the Chaplain to University Staff who works with E&D on matters of faith and belief for staff and students. The CDG reports to the E&D Committee.

Merton Hall Farmhouse

The Chaplain to University Staff also co-ordinates the Multi-Faith Chaplaincy Centre, which has prayer rooms open to staff and students of all faiths and none. Merton Hall Farmhouse is situated on the West Cambridge site.

[www.gsm.cam.ac.uk/chaplaincy/
merton-hall-farmhouse](http://www.gsm.cam.ac.uk/chaplaincy/merton-hall-farmhouse)

01223 741718 or 01223 761271

chaplain@gsm.cam.ac.uk



Download a copy of the University's Faith and Diversity Calendar 2011-12 from the E&D website www.admin.cam.ac.uk/offices/hr/equality/documents

STUDENT LINKS



Student Links is a group that brings together representatives from Cambridge University Students' Union (CUSU) and the Graduate Union (GU) with other University liberation campaigns and equality groups. As one of the University's Diversity Networks, it supports the University in progressing equality and provides a formal channel for consulting with students.

A chart illustrating how Student Links fits into the University's E&D Consultation infrastructure can be found on page 6.

Further information on CUSU and the Graduate Union can be found at:

www.cusu.cam.ac.uk

www.gradunion.cam.ac.uk

If you would like to find out more about Student Links, contact:

equality@admin.cam.ac.uk



CUSU BME Students' Campaign

E&D PARTNERS

E&D Partners is a network of collegiate University staff who contribute to and support equality and diversity for all protected groups as covered by UK equalities law.

A chart illustrating how E&D Partners fits into the University's E&D Consultation infrastructure can be found on page 6.

If you would like to find out more about E&D Partners, contact: equality@admin.cam.ac.uk

PROMOTING RESPECT AND DIGNITY

The University is committed to protecting the dignity of staff, students, visitors to the University and all members of the University community in their work and interactions with others.

The University upholds its obligations to protect staff members of the University community from all bullying, harassment or inappropriate behaviour.

Examples of such behaviours may include racial harassment and homophobic bullying or harassment.

RACIAL HARASSMENT

Racial harassment is an incident or a series of incidents intended or likely to intimidate, offend or harm an individual or group because of their ethnic origin, colour, race or nationality, and a racist incident is any incident that is perceived to be racist by the victim or any other person (Macpherson Report, 1999).

Such behaviour may include:

- Derogatory name calling
- Verbal threats, insults and racist jokes
- Display of racially offensive material
- Exclusion from normal workplace conversation or activities
- Physical attack
- Encouraging others to commit any such acts

HOMOPHOBIC BULLYING AND HARASSMENT

Homophobic bullying motivated by hostility or prejudice based on a person's *actual or perceived* sexual orientation can be considered to constitute hate incidents (Equality and Human Rights Commission, 2009).

This can take many forms, including:

- **Unwanted physical contact**
- **Threatened or actual physical abuse or attack**
- **Verbal abuse such as suggestive remarks, jokes or name calling**
- **Display or distribution of offensive material or graffiti**
- **Non-verbal abuse such as mimicry, offensive gestures or body language**

You don't need to be gay to experience homophobia.

Such behaviour can seriously interfere with an individual's personal health, work performance and security, creating a threatening living or workplace environment. Stonewall has produced a comprehensive guide to the prevention of the bullying of gay employees in the workplace which can be downloaded from:

www.admin.cam.ac.uk/offices/hr/equality/documents/stonewall_bullying.pdf

RESOURCES

The University provides a range of support services for staff, including the Dignity@Work scheme, HR policies, HR Business Managers and Advisors, the Diversity Networks and the Counselling Service.

Further information is available on the HR web pages at: www.admin.cam.ac.uk/offices/hr

Dignity at Work

The University recognises its duty of care to staff, students and all other members of the University community irrespective of their sex, including gender reassignment, marital, parental or partnership status, race, ethnic or national origin, colour, disability, sexual orientation, religion/belief or age. Further information is available at:

www.admin.cam.ac.uk/offices/hr/policy/dignity

Contact: dignitycontacts@admin.cam.ac.uk

01223 765031

Dignity at Study

As a place of learning, teaching and research, the University provides an environment in which to exchange ideas, opinions and views. The University is committed to maintaining a learning and working environment in which the rights and dignity of all members of the University community are respected. For more information visit: www.cam.ac.uk/staffstudents/studenthandbook/welfare/harassment.html

Personal and Professional Development

Further information on personal and professional development for staff can be found at: www.admin.cam.ac.uk/offices/hr/ppd

Further information on other groups and organisations is available on the E&D website: www.admin.cam.ac.uk/offices/hr/equality

COMBINED EQUALITY SCHEME

The University engages with its community, identifies equality objectives and priorities, and meets its broader legal duties through its Combined Equality Scheme (CES). The Scheme is divided into five themes indicated below:

1. Governance and Policy Development
2. Developing and Implementing Best Practice
3. Inclusive Practice for Staff and Students
4. Promotion of Equality and Diversity
5. Data and Information Provision



Professor Michael Berkowitz, UCL, with Afua Osei, BME Staff Network Steering Group, at the Holocaust Memorial Day Lecture 2011

**WE PROVIDE
SUPPORT AND
INFORMATION
TO HELP
PROGRESS
EQUALITY**

**[WWW.ADMIN.
CAM.AC.UK/
OFICES/HR/
EQUALITY](http://WWW.ADMIN.CAM.AC.UK/OFICES/HR/EQUALITY)**



E&D Team

(From left to right) Gina Warren, Claire Hogg, Manaz Javaid, Kevin Coutinho, Sigrid Fisher, Sarah Dickinson, Yvonne Bent-Elliott

EQUALITY & DIVERSITY CONTACT DETAILS

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