Welcome to the first issue of our Equality, Diversity and Inclusion Newsletter. Three issues will be circulated per year.

We hope this will be a good way of keeping you up to date with EDI information at the University, raising awareness and informing you of future events and training. Please circulate this within your department or division.

2. EDI Governance Updates

Henrietta O’Connor, Head of College of Social Sciences and Humanities will Chair the EDI Committee and will work alongside Kate Bradley, HR Director in leading the EDI agenda at the University.

The new EDI Portfolio Holder for the College of Life Sciences is Phil Baker and Katilynn Mendes is the new EDI Portfolio Holder for the College of Social Sciences, Arts and Humanities. The current EDI Portfolio Holder for the College of Science and Engineering is Andy Ellis and the EDI Portfolio Holder for Professional Services is Liz Bailey.

There are four Equality Actions Groups at the University: Disability, Gender, LGBT+ and Race. All of the Groups are currently agreeing three key objectives for 2019 which will inform their work throughout the year. We will be publishing each Action Group’s objectives, once agreed.

We are pleased to announce that the EDI Team has recently appointed a new EDI Assistant – Patrick Ward who joined on 25 February 2019.
3. Events and Training

**Carer & Parent Network Launch**  
*Thursday 14 March 12:00-13:00, Charles Wilson*  
The aim of the network is to provide a forum where staff and students who have any caring responsibilities can come together. The network will host information workshops and social events, as well invite guest speakers to present on topics relevant to members of the network - [book your place here](#).

**Disability Confidence Training for Managers**  
We are working with Mosaic, a disability services provider and have commissioned them to deliver ‘Managing Disability Confidently’ training sessions for managers who line manage and carry out PDDs. They will deliver approximately 12 Sessions (duration of two hours) over the next 12 months with the first session due to take place 19 March 2019 and then one session per month. The session content will include:

- Overview of disability in the workplace
- Legal framework (Equality Act 2010)
- Workplace support for staff with disabilities
- Case studies

To attend one of the sessions please [book your place here](#).

**International Women’s Day (IWD)**  
*4-10 March 2019*  
Further details are available [here](#).

**Race Awareness Training**  
We have launched monthly Race Awareness Training sessions, open to all staff and students, hosted by an external facilitator – Tinu Cornish. We encourage as many staff and students to attend this training as an introduction to race equality - [book your place here](#).

**Online EDI Training**  
There are now two online EDI modules that all staff must complete:

- Equality, Diversity and Inclusion
- Challenging Unconscious Bias

Please see [here](#) for guidance on enrolling onto the above training.

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Do you have an EDI-related event coming up? Let us know: [equalities@leicester.ac.uk](mailto:equality@leicester.ac.uk)
4. EDI Updates

Disability

The University will be working towards Level 2 of the Disability Confident Scheme (Disability Confident Employer) over the next 12 months. Further information of the Disability Confident Scheme can be found [here](#).

Disabled Go has rebranded and is now known as Accessable. The University access guide can be found [here](#).

Gender

There are a range of actions being implemented from the University’s Silver institutional Athena SWAN action plan. One of these is the launch of a new outreach programme, People Like Me, which will raise awareness amongst girls about the career opportunities available to them in STEM.

LGBT+

The LGBT+ Action Group launched Pride Lanyards in January 2019, an LGBT+ Allies programme to complement our existing Diversity Champions. The aim of the programme is to develop a network of allies across the University giving visible support to LGBT+ staff and students. Future presentations are being arranged and will be promoted via Yammer and email.

Race

We have received over 600 responses to the race equality survey from staff and students. We are in the process of analysing the outcomes and will use these to facilitate more in depth discussions with staff and students through focus groups.

We are continuing to work with areas across the University to promote awareness, confidence and understanding of race.

Religion & Belief

A Faith Facilities on Campus report which pulls together data and consultation is being used by Campus Services to inform the provision of a future facility.

The Chaplaincy is undergoing a change in management and the University is working with them to review the structure of the World Faith Advisory Group.

Interim prayer spaces are now in place at Brookfield and MSB for staff and students who are based in those areas of the University.
5. Achievements

**Athena SWAN**

The University was awarded a Silver institutional Athena SWAN award and 2 departmental Bronze awards in Mathematics and Informatics in the April 2018 round. Thank you to all colleagues involved in both the content and the processes which contributed to the recent institutional success.

The November 2018 Athena SWAN results are due to be released in April 2019.

**Stonewall**

The University was ranked 72nd in Stonewall’s Top 100 Employers 2019 list, which showcases the most inclusive employers for LGBT+.

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**And finally…**

Thank you.

We hope you have enjoyed our first EDI Newsletter. If you have any feedback in relation to our first issue or would like us to include something in issue two, please let one of the Team know.

Angie Pears, Faye McCarthy, Humaa Noori, Michaela Lefley and Patrick Ward

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Equality, Diversity and Inclusion Team

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