

From: External Relations
Sent: 04 June 2019 12:42
To: Staff
Subject: Geoff's Update - Equality and Diversity Special



Geoff's Update Equality and Diversity Special

As the University of Opportunity with a proud record of serving its communities over the past 180 years, the issues of equality and diversity are of paramount importance in our work.



[Please watch my latest video on equality and diversity and the work we are doing here.](#)

Staff Feedback on Equality and Diversity

Over the past year through the Inclusion Survey, Race Equality Survey and Stonewall Workplace Equality Survey, over 1,000 staff members have provided feedback to the University about how their gender, ethnicity, sexual orientation and gender identity impacts on their experience at work. I would like to thank everyone for their comments. This feedback has been considered by the Equality and Diversity Unit, as well as the Athena SWAN Charter and Race Equality Charter Self-Assessment Teams. Based on this and other feedback the University will look to address the following challenges that have been identified:

Race Equality

- Staff members don't always understand the University's policy, procedures and activities when it comes to race equality. This gap in fully communicating our vision for equality and diversity means that staff members feel the University doesn't prioritise the issue as much as it should, or won't properly handle complaints
- The University needs to recruit more BAME people into senior roles, to better reflect the student body. More broadly, the recruitment process must be reviewed to ensure that it is seen to be transparent and fair by all staff members
- That as a University, we need to support staff members to speak openly about issues related to race, so that those from different backgrounds can better understand each other, and problems can be addressed rather than allowed to fester. As part of this, managers need to be better trained to effectively tackle issues related to race.

Gender Equality

- Embedding Athena SWAN into the systems and culture of the University,

providing support to departments in applying for their own awards, and creating accountability systems for advancing actions

- Continue to embed transparency into University policies, practices and committees, paying particular notice of identified trends and issues
- Create a vibrant university environment that supports the development and progression of all staff, paying particular attention to known issues and trends.

LGBT Equality

- Identify ways to create a campus community where LGBT staff members feel comfortable to be open about their sexual orientation or gender identity through better promoting LGBT Role Models both from within the University and wider society
- Enable staff members to engage with the LGBT Staff Network by better promoting its activities and making it easier for non-LGBT staff members to become allies
- More clearly communicate how staff members can challenge homophobic, biophobic, transphobic or enbyphobic behaviour in the workplace.

We will also be working closely with the Disabled Staff Network over the coming year to look at issues affecting staff.

In addition to these specific issues, more generally we are aware that not all staff members understand what the University is doing on equality and diversity, or how they can get involved. We have commissioned [Advance HE](#)'s Equality team to review our approach to E&D. This report has now been discussed and an Action Plan created to improve how we work with staff members in this area. This will include reviewing our Staff Networks and how staff members can report any issues within the workplace.

If you would like to learn more about the University's work on the Race Equality Charter, Athena SWAN Charter and Stonewall Workplace Equality Index please contact the [REDACTED]

If you are a Disabled, BAME or LGBT member of staff and want to get involved in your Staff Network please visit these [pages for more information](#)

Geoff

University of Wolverhampton
Wulfruna Street
Wolverhampton
WV1 1LY

Website : www.wlv.ac.uk



© 2019 University of Wolverhampton

If you wish to unsubscribe from our newsletter, click [here](#)