Dear all,

Please see some of the upcoming events/news you may be interested in below:

- LGBT+ History Month
- Education conference success
- BBC Radio stations – Suparna Bagchi delivers talk on Hinduism
- Dignity and Respect Advisor training
- Violence Against Women and Girls – Women’s network
- Women’s network and International Women’s Day
- Widening Participation in Higher Education 2022
- Union Black
- #CantBuyMySilence, and more…

**LGBT+ History Month** (Throughout February)

See the University’s event page. LGBT+ History Month is an annual celebration that provides education and insight into the issues faced by the LGBT+ community and works to combat prejudice against them, it takes place each February in the UK. LGBT+ History is often hidden within our society, culture and institutions due to homophobic and transphobic laws of the past as well as discriminatory and prejudiced attitudes today and so we need to uncover and celebrate LGBT+ history whenever we can as the better we understand our past, the brighter our future. It is thanks to brave queer people in the LGBT civil rights movement, particularly trans women and queer people of colour, that we have many of the rights we take for granted today and LGBT+ History Month is our opportunity to shine a light on those stories and celebrate their legacy. Also check out the display of books by LGBT+ authors in the Library foyer or see the list online. To be in with a chance on winning a book from the selection, complete the survey ‘Which LGBT+ author or individual do you admire, who inspires you? And why?’

**Education conference success**

Emma Sime has organised an Equality, Diversity and Inclusion (EDI) Conference for Education students - the first one in person following the pandemic.

The conference brought together theory and practice from a number of areas of Equality, Diversity, Inclusion and Special Educational Needs.

The conference started with a keynote speech from Deborah Mitchell, the CEO of RJ Working, a Cornwall-based charitable organisation that works with schools, families and communities to introduce and develop restorative practice through their training, programmes and projects. Delegates were then able to choose three workshops from a selection of 21 different offers covering a wide range of issues and topics. The day concluded with a thought provoking keynote speech from Dean Beadle.
BBC Radio stations – Suparna Bagchi delivers talk on Hinduism

‘Hindu Reflections’ is a series of episodes that broadcast on BBC radio, where Hindus from different walks of life share their reflections on the current crisis, which is part of the Keeping Faith / BBC’s Make a Difference campaign. Suparna Bagchi, a Doctoral Teaching Assistant in the Plymouth Institute of Education, was recently approached by BBC Leicester Radio to talk on Hindu Reflections, via BBC Devon Radio where she usually features in a range of talk shows.

Suparna was truly humbled for the BBC to give her this opportunity, as she researches Multiculturalism in Primary Education and is also a member of the University Race Equality Charter SAT team, making this an impressive accomplishment. Please see Suparna’s link here that was played on the 5th February 2022, which is being broadcasted on several BBC stations up and down the country.

Dignity and Respect Advisor training (Monday 14 February, 10am–12pm)

It is everyone’s responsibility to ensure our campus remains a safe and welcoming place to work or study. To support this, we have a network of Dignity and Respect Advisors to offer a confidential listening ear and support staff and students in reporting incidents of abuse, harm or hate.

If you would like to become a volunteer Dignity and Respect Advisor, sign up for the course with the Equality, Diversity and Inclusion team on Employee Self-Service.

Violence Against Women and Girls – Women’s network

HAVE YOUR SAY ABOUT SAFETY FOR WOMEN AND GIRLS IN PLYMOUTH

HINDU REFLECTIONS

BBC stations

Keeping Faith

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Keeping Faith
Women's Network - as part of Plymouth City Council’s commission to tackle violence against women and girls in Plymouth, they have launched a survey to understand how women in Plymouth have been affected. This survey builds on the work launched at the Q&A in December, and I (virtually) saw several network members there - thank you for your engagement with this ongoing work. Please note that this survey includes content about harm against women and girls, including harassment and violence (including of a sexual nature) and asks about your personal experience. The link to the PCC survey is here: Violence Against Women and Girls | PLYMOUTH.GOV.UK The survey is open until midnight on Sunday 13 February 2022. All responses to this survey are anonymous and the results will be collated and analysed to identify themes and recurring issues.

Women’s network
An exciting opportunity is coming up to co-lead the Women’s Network from March 2022. The post will be for a 2 year period. In addition to chairing regular network meetings the Women’s Network Chairs sit on the University Equality Diversity and Inclusion Committee to ensure points are raised at a University level. We also get involved in a number of events and initiatives in relation to supporting women in the workplace and beyond.

If you are interested please email your expression of interest with up to 500 words outlining what you would bring to the network and any relevant experience.

If you would like to discuss the post please email either Lucy Spowart or Trudie Haywood as the outgoing Co-Chair.

International Women’s Day (8 March)

International Women’s day is a global day celebrating the social, economic, cultural, and political achievements of women. This year’s theme is #BreakTheBias, and the University is aiming to raise awareness of women’s achievements, explore what bias entails, and empower all genders to take action for equality. The event is open to all genders across the University. Please view here to view the agenda and sign up.

Nominate a woman at the University who inspires you
Whether they've broken biases and barriers, empowered you personally or just do incredible work, tell us about an amazing woman at the University. Their profile will appear on the University's International Women’s Day page and be shared throughout our channels.

[Link to nomination form]

**Southwest International Women's Day**
This year they are back in person and virtually and would love you to join them back at Plymouth Argyle's Grand Stand at Home Park or online. Let's make 2022 bigger and better than ever and Break the Bias.
Everyone is welcome so please spread the word. They have a fantastic line up of speakers and the key themes are:

- Violence against Women and Girls
- Intersectional Diversity - gender, ethnicity and disability.
- Women in Sport
- Women in STEAM (Science, Technology, Engineering, Agriculture and Maths)

Please register your attendance [here].

**Widening Participation in Higher Education 2022** Online Event 5th April 2022, 9:00am - 4:00pm
This [online event] will address the importance of widening participation within higher education, looking at the factors that have led to the inequalities in access to higher education and what can be done to bridge the gap and considers methods of engaging underrepresented and disadvantaged groups during the Covid-19 pandemic.

**Union Black**

Britain's black cultures and steps to anti-racism is a 6 hour online learning course, open to all staff and students. The course is run by Santander Universities UK, The Open University and FutureLearn and has been brought to the University of Plymouth by the Equality, Diversity and Inclusion Team. You can start the course at any time between 17th January and 8th April 2022 and can take as long as you need to complete it as long as you complete it by the 8th April. Please click [here] for more information and to sign up.

#CantBuyMySilence
The University has signed a nation-wide pledge committing to not using Non-Disclosure Agreements to silence people who come forward to raise complaints of sexual harassment, abuse or misconduct, or other forms of harassment and bullying. The pledge is part of the national #CantBuyMySilence campaign.

We encourage all staff, students and visitors to report incidents of abuse, harm or hate to the University through our Speak Up tool and you can remain anonymous if you wish. The University of Plymouth has a zero-tolerance attitude to acts of harassment, discrimination, bullying or any other behaviours that threaten to undermine the dignity of others. The University of Plymouth will act on every report of harassment, discrimination, bullying or behaviours that threaten to undermine someone’s dignity, in the swiftest way possible. Should evidence be found that such an act has occurred, the University will take immediate appropriate action.

**Carers & Parents Staff Network Meeting**
Thursday 17 March, 10:30-11:30 in Rolle 001

**Equality, Diversity and Inclusion Conference** 16-17 March 2022
The Equality, Diversity and Inclusion Conference 2022: Inclusive Institutions in Action, taking place in Manchester on 16-17 March 2022, will offer an opportunity to think deeply and creatively about what it means to be an inclusive institution, to explore models of inclusion that challenge traditional concepts of leadership and agency, and to share innovative practice around collaboration, co-ownership, allyship and solidarity. Find out more [here](#) and to book your place.

If you would like to feature something in our next EDI newsletter, let please get in touch with us at ahhEqualityandDiversity@plymouth.ac.uk

Kind regards,

**Kelly & Stacey**

**Senior Administrators – Equality and Diversity Support**

You may receive this email outside of your normal office hours. Please be assured that there is no expectation to reply outside of your normal working hours.