Dear All,

This month’s Newsletter provides an edit of news and information from the Faculty and beyond, including a quick-guide to EDI in the University and links to resources concerning structural racism and processes of decolonisation. Look out for the Race Equality Charter survey which is in the process of going out to the whole University. Do respond as fully as possible and thank you so much for your input!

This month...

Refugee Week 2021 (https://refugeeweek.org.uk) takes the theme We Cannot Walk Alone and runs 14-20 June across the UK.

Plymouth Hope Festival will be held at Brickfield Sport Centre in Plymouth on Saturday 26 June 10-5pm and celebrates Refugee Week with a family fun day including sports. Info on their Facebook page https://www.facebook.com/hopefootyfest/.

News just in...

Plymouth Business School has submitted its Bronze Athena SWAN gender equality application. Thanks to the hard work over the past few years from so many and to Katie Angliss for leading the final stage of the application and action plan. It will be some months before we hear back. PBS will now be looking to set up its own EDI Committee. Look out for ways you can get involved.

How does Athena SWAN affect me? The University and Schools have all created Action Plans which you can access HERE and actively use in the context of your own and colleagues’ roles. The application text itself provides comprehensive data snapshots of staff and student achievement, responsibilities and progress across a range of themes including promotion, parental leave, flexible working, research and outreach, while the Action Plans pinpoint issues of concern and their resolution. They are a fantastic resource for staff. Here are two examples:

University of Plymouth’s Bronze application (April 2018)
School of Art, Design and Architecture’s Bronze application (November 2018)

Check out...
This Land podcast by Cherokee Nation writer and producer Rebecca Nagle, a compelling account of an entangled land jurisdiction case brought to the US Supreme Court and leading to the largest restoration of tribal land in the county’s history.

Before we Disappear is an interactive video that invites viewers to engage with the contradictions of being hypervisible and invisible, in the context of a surveillance society and ethnicity. Created by poet and filmmaker Asmaa Jama and presented at the South West Creative Technology Network (SWCTN) DATA Showcase on 26 March 2021, the artwork was launched on BBC Arts. An interview with the artist is available along with all the presentations from the day on YouTube HERE.

[SWCTN network is led by the University of the West of England, in partnership with Watershed in Bristol, Kaleider in Exeter, Bath Spa University, the University of Plymouth and Falmouth University.]
Quick-Guide to Equality, Diversity and Inclusion at the University

The University's Staff Networks page is [HERE](#) where you can find out more about our current staff networks:

- LGBT+ Staff Forum
- Staff with Disabilities Network
- Menopause Support Network
- University of Plymouth Women’s Network
- Carers and Parents Network
- Grief and Bereavement Network
- Researcher Forum

The Staff Network Guidance available [HERE](#) advises that line managers “should be supportive of their staff joining employee networks; they are an integral part of our University community.”

Engagement with Staff Networks is strongly supported by the University as “they are a valuable resource in ensuring the University retains a diverse and highly-skilled workforce.” Do feel encouraged to join their conversations. Ideas and concerns from the forums feed directly to the Central EDI Team and make a difference.

**University EDI Who’s Who:** The University has a Central EDI Team led by Ariel Chapman (formerly Andrew Grace), with Teresa Blount, who focuses on Equality Charters and Jess Darling, whose focus is staff networks and outreach. Their resources for students, staff and the community can be found [HERE](#) and you can contact them using the email equality@plymouth.ac.uk.

**Faculty EDI Who’s Who:** Dr Kathryn Gray is the Faculty of Arts, Humanities and Business lead on Equality, Diversity and Inclusion and the Faculty EDI specialist support team are Kelly Dinham, Stacey Bains (returning this month) and Dr Joanna Griffin (covering till July). Feel free to contact any of us individually or use the Faculty EDI email ahbequalityanddiversity@plymouth.ac.uk.

**Work policies:** Many of the work policies that support equality for staff and wellbeing are available on the Equality, Diversity and Inclusion web page [HERE](#), such as the [Compassionate Leave Policy](#) and [Flexible Working Policy and Procedure](#).

**Faculty Decolonisation Working Group** has been meeting to share perspectives. Do feel welcome to contribute to discussion, share resources and add your voice on the open Teams site 'Decolonising the Curriculum (FoAHB).

You may be interested in UAL's pdf [Decolonising Reading Lists](#) and a free online session run by the English Association, on Friday 18 June 2021 10.00-12.00 on [Decolonisation and Discomfort](#).

**Resources from Advance HE concerning structural racism in higher education**

[Advance HE](#), including a poster, leaflet, glossary and statement of intent, are designed to support and sustain critical conversations in tackling racism in all of its forms as part of our day to day interactions. From the Tackling Racism on Campus Project funded by the Scottish Funding Council.
Understanding Structural Racism in UK Higher Education: an introduction is a brief introduction which aims to build foundational knowledge by highlighting some key questions and thinking in order to better understand and address racial inequality higher education. Decolonising Identity: What's in a name? is the first in a series of podcasts that provide a practical resource addressing common questions and thinking about structural racism in HE in order to help build foundational knowledge on this issue. Also access Episode 2: 'Today world I will play the part of...', and Episode 3: 'Can I get my ally badge now?'

Best Summer wishes,
Joanna

Stacey Bains, Kelly Dinham & Dr Joanna Griffin
Equality, Diversity and Inclusion Senior Administrators
Faculty of Arts, Humanities and Business