Dear all,

Please see some of the upcoming events you may be interested in below.

**OurTable**
Food nourishes the soul as well as the body and connects us better than anything else can, OurTable is a community dinner project hosted by the University of Plymouth and UPSU with an aim to bring our diverse staff and student communities together over a shared meal. The event is free…simply bring a dish and join in! [Register here](#).

This fantastic community dinner project, soon to be featured in TimeOut Magazine is hosted by the University of Plymouth and the UPSU with the aim to bring communities together over a shared meal. Staff, students and members of the local community are invited to bring a dish and share our food and stories. These evenings are free of charge but registration is necessary. Our upcoming dates are 18:00-21:00 Thursday 5th March and 18:00-21:00 Wednesday 6th May. We hope to dine with you soon! If you would like to find out more information or register for this event you can do so on the [OurTable event page](#).

**Fika**
Hosted by Student Wellbeing Services and the University's Equality Team host Fika every week in the Pastoral & Spiritual Care Centre, 1 Kirkby Place, all University staff are invited to pause and unwind during your busy working day to relax, share some cake and make time for your wellbeing. The next Fika will take place 10:00-11:00 Thursday 5th March.

**University Mental Health Day**
Thursday 5th March is University Mental Health Day and brings together the university community to make mental health a university-wide priority and create ongoing year round change to the future of student and staff mental health.

Join us on Thursday 5 March 2020 as we inspire conversations, take action and create change!

We have a huge range of free events and by taking part, you are helping raise awareness of the importance of positive mental health, and encouraging others to do the same. There are a variety of activities to suit everyone, from mindfulness to mealtimes. If you can’t make one of the events, have a wander down to Roland Levinsky Building where you can find information stands and you can leave a message on our ‘Big White Wall’ or even take part in some mindfulness at your desk.

For the full schedule of events take a look at the [University Mental Health Day event page](#).

Use the University of Plymouth Diversity and Wellbeing Calendar to plan your activities throughout 2020!

**Art Group for Refugees**
An art group for refugees has been running on campus for several months now and it is going incredibly well. They are a charity running the events and have little support from us other than giving them space to hold the classes. If you are an art/design academic or technician that might be interested in giving some time to one of their classes, please get in touch with Tom Rose (tom.rose@dcrs-plymouth.org). The sessions are taking place at 5:30pm in the Rolle building room 312 every Thursday until the end of March.

**Be Active, Reduce Stress (BARS) Project Information**

Working in partnership with the University Wellbeing Services and University Personal Tutors, the B.A.R.S project supports students with low-level mental health such as; stress, anxiety and depression. The Student Hub or Personal Tutor can refer the student they deem appropriate for the project to myself (Rachel Miller) and then would gain access to 8 weeks of free [Give It A Go activities](mailto:GiveItAGo@upsu.plymouth.ac.uk); another UPSU project, providing activities such as Yoga, Boxercise, Badminton, Dodgeball, Volleyball, Powerbounce, Swimming and Lindy with the aim to build and maintain a healthy and active lifestyle in order to be happier throughout their University journey and beyond. Alongside this the individual will also be paired with a trained peer to peer buddy who will be there to not only mentor and attend activity sessions but also to join them on outings to locations such as Dartmoor. Exercising outside in natural environments has been demonstrated to have a positive effect on mental health. Plymouth University’s unique location provides individuals and their ‘buddies’ access to both Dartmoor and the Devon coastline, which is hoped will lead to a sustained healthy and active lifestyle. See flyer attached.
Pranayama Yoga for Staff

These relaxing breathing sessions take place regularly throughout the year in the upstairs room at the Pastoral & Spiritual Support Centre (1 Kirkby Terrace) so check
their webpage for the next date. Everyone is very welcome but numbers are limited so please register your place with Mamata Dhakal via email: mamata.dhakal@plymouth.ac.uk

Dignity & Respect Advisors needed
We are now recruiting for new voluntary advisors! This is an excellent opportunity for your personal development and gives you the chance to support your colleagues in tackling bullying and harassment. You will be given full training and support in the role. Any member of staff (including UPSU and UCSP staff).

If you are interested in becoming a Dignity & Respect Advisor, please contact the Equality, Diversity and Inclusion team on equality@plymouth.ac.uk

Speak Up

The University of Plymouth is proud to be a safe, welcoming and diverse community – our staff, students and anyone interacting with us should feel comfortable being who they are. To help us in our continued preventative work on bullying and harassment, the University has launched ‘Speak Up’, a new online reporting tool to report bullying and harassment anonymously and get support in tackling these behaviours.

LGBT+ Staff Forum
For the first time, the University has raised a pride flag on campus to mark the start of LGBT+ History Month. Following on from overwhelmingly positive feedback from students and staff, we are planning to keep the flag flying as a permanent fixture. Read about the flag on the Plymouth Live website here.
The forum is in the process of developing an allies training programme to raise awareness of the issues faced by LGBT+ people in today’s society and highlight what support allies can give;

The University of Plymouth LGBT+ Staff Forum continues to strengthen links with the LGBT+ Staff networks at Babcock International and City Bus and we hosted a hugely successful Christmas event with 40 staff in attendance from all three organisations;

Terms of Reference have been written for the Forum stating our aims and objectives and the criteria that need to be met to become a member. These can be seen linked from the Forum page. It makes it clear that the forum exists to offer confidential support and guidance to all LGBT+ staff at the University and those employed under the umbrella of the university;

February is LGBT History Month and to mark the occasion the LGBT+ Staff Forum has put on a range of activities including:
  - Raising of the Pride Flag Ceremony which was featured on the Plymouth Herald website Plymouth Live
  - Starting a monthly lunchtime event for LGBT+ staff to come together
  - Film Screening
  - Talk on the LGBT+ History of Plymouth;

Member of Parliament for Plymouth Sutton and Devonport Luke Pollard will be doing a talk on Proudly Celebrating Plymouth’s Diversity at the University at 6pm on 24th April 2020 to kick off Pride on Campus which begins on 1st May 2020. To book your free place, visit this link;

The forum continues to provide confidential support via its forum meetings and email address (lgbtforum@plymouth.ac.uk) – please do not hesitate to contact us!

New Staff Networks
In 2019, the University added a Menopause Support Network to the existing community of staff networks. The Grief & Bereavement Network launches on the 18th March, and the Parents Network and Carers Networks will all launch later in 2020 to support our diverse community throughout their time at the University. Nearly 400 staff are part of a network and in 2019 we launched guidance for managers on supporting their staff involved in networks.

Staff with Disabilities Network
Nigel Marley is seeking a new co-Chair for the staff with disabilities network, therefore if anyone is interested please contact staffwithdisabilities@plymouth.ac.uk.

Women’s Network
Scheduled Women’s Network Meeting
We are happy to announce that we have a date booked for our next Women’s Network meeting which will take place on Thursday 26th March between 12:30-13:30 in Rolle 117. This will be the first women’s network meeting that’s been held for a little while and the first with our new co-chairs so we will primarily use this meeting as an opportunity to gather feedback from yourselves on what you would like from the network as a whole, from the regular meetings and also to discuss the Term of Reference document that we will be putting together. If you are unable to attend this meeting, but have any suggestions then please let us know via email and we can add these to the agenda.

Menopause and Nutrition Talk
The Menopause Support Network proudly presented a talk by Evonne Ginman on Menopause and Nutrition. This one hour talk was launched on Employee Self Service and took place on the 2nd March.

International Women’s Day 2020

We are hosting an evening of feminist lectures on Monday 9th March to celebrate International Women’s Day around the theme of I am Generation Equality. Once the details of this evening have been formalised these will be circulated. We look forward to receiving your feedback via womensnetwork@plymouth.ac.uk and helping us to shape the future of the Women’s Network.
We are thrilled to see tickets for our International Women’s Day event (Generation Equality) being snapped up so quickly. We have our third and final speaker on board and over two thirds of the tickets have gone already so if you haven’t already registered and are able to make this event make sure you get your ticket! Just to remind you this is a free event open to everyone, refreshments and nibbles will be provided and you can register your place at the event page accessible via the above link. I have attached the flyer for this event if you would like to support the network and promote this event in your area if you are able to.

We are also very proud to be supporting Plymouth Women’s Network on their 8M event on Sunday 8th March. This is a public event to commemorate International Women’s Day 2020 in solidarity with the International Women’s Strike. The women’s strike (aka 8M) has been happening in more than 50 countries around the world since 2017 as a response to the current social, legal, political, moral and verbal violence experienced by contemporary women at various latitudes; it's a global call-out to women around the world to stand up for our rights, addressing our local needs and in solidarity with those in vulnerable conditions. The above Facebook page also contains the 8M Manifesto. The meeting point for this event will be at 11:00am at Smeaton’s Tower.

Plymouth Women's Network will also be putting on a women only event (children welcome) on Monday 9th March in Sherwell Church Hall from 10:00-15:00, where this wonderful event will unveil the Mayflower 400 Quilt – Pilgrim Mothers A New World. There will be inspirational speakers including Paralympian Doaa Shaeya, there will be a free multicultural lunch and also a range of free workshops including coffee cup choir, poetry, drumming, music, playback theatre and arts and crafts. Please find the flyer for the event attached to print and promote in your area if possible.
UPSU: Vice President Sport
Verity Lemm (Vice President Sport) is partly organising some celebrations for International Women’s Day here in our SU. One of the main things is having ‘female profiles’ on our screens in the SU for the week. They are looking for nominations from around campus of inspirational women, such as individuals that go above and beyond, those that always put others first, or those that are a joy to be around etc. Anyone that generally deserves a bit of recognition!

If nominations could be emailed to Verity – verity.lemm@su.plymouth.ac.uk ASAP that would be great! They just need a brief description of why they are amazing and a picture if applicable.

Women’s Network Facebook Page
If you use social media please take a minute to like and follow our University of Plymouth Women’s Network Facebook Page. All the network’s current and upcoming events as well as other events of interest will be shared here and it’s a nice way to keep an eye on what’s going on.

Athena SWAN (AS) Charter
As many of you are aware, each school in our Faculty has been aiming to gain an Athena SWAN Bronze Award by November 2020. Two schools within our Faculty submitted their Athena SWAN application at the end of November 2019; Humanities and Performing Arts (HPA) and Plymouth Institute of Education (PIoE). The Equality Charters team intends to inform university-level submission applicants of their results earlier than in previous rounds and results will be released to applicants in early March 2020. The School of Law, Criminology and Government have submitted their ‘intention to submit’, as they are aiming to submit their application in April 2020. Plymouth Business School (PBS) have recently refreshed their Subject Assessment Team, and will be reviewing results from the staff survey which closed on Friday 28th February. PBS are on track to submit in November 2020.

Race Equality Charter (REC)
The University of Plymouth has become increasingly aware of issues relating to gender equity and equality through the Equality Challenge Unit’s Athena SWAN process. Whilst time-consuming and intense, Athena SWAN has allowed for previously unheard issues be brought to the forefront of our collective consciousness allowing the institution to move forward as a more equitable place of work. As work around improved gender equity continues throughout the institution it is only right that we begin to consider the impact of race and ethnicity on both the student and staff experience at the University of Plymouth.

The institutional REC working group confirmed that the University REC submission is aiming to submit in year 2021, and we are currently setting out initial plans of how to work towards this deadline. The REC aims to improve the representation, progression and success of minority ethnic staff and students within higher education, and the university has formed a working group to understand and provide a framework to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic staff and students.

Kind regards,

*Stacey*

**Stacey Bains**  
**Senior Administrator – Equality and Diversity Support**  
Room 106 Roland Levinsky Building I Plymouth University I Plymouth I PL4 8AA  
Faculty of Arts and Humanities (HPA, PoIe, LCG, ADA and PBS)  
☎: +44 (0)1752 587509  
✉: Stacey.bains@plymouth.ac.uk

Office hours: Mon-Thurs 8.30am-5pm. Fri 8.30am-4.30pm.

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.
Visit our Staff Network pages: LGBT+ Forum, Staff with Disabilities, Women’s Network and Menopause Support Network