Dear all,

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

**Faculty EDI Champion – available post(s)**
The University has a number of Wellbeing Champions. The role of the Wellbeing Champion is to help implement and support the Universities Wellbeing Strategy through raising awareness of wellbeing activities, promoting healthy lifestyles and positive mental health. If you would like to know more about the role of Wellbeing Champions, or you’re interested in getting involved please email AHBEqualityandDiversity@plymouth.ac.uk

**UK Disability History Month 2021**
*UK Disability History Month (UKDHM)* is an annual event which aims to promote disabled people’s rights and their struggle for equality now and in the past. This year marks the 12th anniversary of the establishment of UKDHM, which will take place from 18th November until 18th December 2021. Every year, UKDHM focusses on a theme, this year the joint themes are Disability & Hidden Impairment & Disability, Sex & Relationships. UKDHM adheres to the social model of disability in which barriers of attitude, environment and organisation cause most of the disabilism we face. Such thinking did not exist in the past, however, we can now look back and reinterpret the mistreatment, resulting from systematic oppression caused by negative attitudes, ignorance and barriers allowing us to recognise what must actively change for disabled people to achieve equality. Take a look at the Disability Toolkit created by EDI Team, in collaboration with the Staff with Disabilities Network and the Disabilities Services Team and the Top Titles selected by our Library staff to mark UKDHM.

**Transgender Day of Remembrance 2021**

*Transgender Day of Remembrance* (TDOR) is an annual observance on 20 November honouring the memory of the transgender people whose lives were lost in acts of anti-transgender violence. The location is still to be announced but this event will take place on Saturday 20 November. Doors will be open from 18:30 to 21:00 with the service running from 19:00 to 20:00.
Additionally, the week before TDOR, people and organisations around the country participate in Transgender Awareness Week (November 13th – 19th) to raise visibility for transgender people and address issues the community faces. Transgender Awareness Week is a week when transgender people and their allies take action to bring attention to the community by educating the public about who transgender people are, sharing stories and experiences, and advancing advocacy around the issues of prejudice, discrimination, and violence that affect the transgender community.

**EDI Resource Library**

UoP central EDI team have moved their SharePoint site to the new site experience and updated the site to include a number of new features. This includes an EDI resource library, available to all staff via SharePoint. The library also includes a video recording of the Privilege training run by University EDI Manager, Ariel Chapman.

**Diwali ‘the Festival of Lights’**

Diwali, the Festival of Lights, is the biggest event in the Hindu calendar and is also celebrated by Sikhs, Jains and some Buddhists. It involves millions of lights being placed at temples, shops, homes, businesses and other buildings in the countries where the festival is observed. Diwali symbolises the triumph of light over darkness, good over evil, and knowledge over ignorance and takes place over five days with the main festival day falling on Thursday, November 4. Please click here for the University Faith communities page and other belief organisations in Plymouth, to find out more information.

**Poem: This Morning I Pray for My Enemies by Joy Harjo - 1951.**

The Poem below is presented by Russell Evans, Associate Lecturer from the School of Society and Culture:

And whom do I call my enemy?
An enemy must be worthy of engagement.
I turn in the direction of the sun and keep walking.
It’s the heart that asks the question, not my furious mind.  
The heart is the smaller cousin of the sun.
It sees and knows everything.
It hears the gnashing even as it hears the blessing.
The door to the mind should only open from the heart.
An enemy who gets in, risks the danger of becoming a friend.

Joy Harjo is a Native American poet who is currently Poet Laureate of the US. A member of the Creek nation, Harjo is unusual in blending First Nation symbols, ideas and mythology with feminism and social justice. She wants the reader to think in new ways, as in this poem, which asks the question ‘what does it take to turn an enemy into a friend?’ Despite enduring the suffering of her Nation and also as a woman trying to make her voice heard in the 1970s, Harjo channels the past into concerns about the present. She says, “I feel strongly that I have a responsibility to all the sources that I am: to all past and future ancestors, to my home country, to all places that I touch down on and that are myself, to all voices, all women, all of my tribe, all people, all earth, and beyond that to all beginnings and endings.”

Race Equality Charter – position open for two co-chairs
Race inequality is an issue across the Higher Education sector and the University of Plymouth is taking steps to address this in student attainment and staff promotions by submitting to Advance HE’s Race Equality Charter (REC) by July 2022. Although the Self-Assessment Team are well into championing a dedicated section of the submission, there are two positions open for co-chairing the Self-Assessment Team (SAT). Please click here to view more details about the role and the application process. The equality team are reviewing applications however, if you would like to be considered please email them asap equality@plymouth.ac.uk

Athena SWAN
The School of Society and Culture are reforming their Self-Assessment Team (SAT) and will be submitting their school submission in November 2022. If you are interested in joining the SAT or would like to find out more information then please contact Dan Maudlin, the EDI lead for the school - daniel.maudlin@plymouth.ac.uk.

Springboard Women's Development Programme
The initial session began on Monday 1st November, but if you want to find out more information about future programme please click this link here or email the Staff Development team.

Behind Closed Doors – Wednesday 10th November
Through pre-recorded role played sessions with counsellors and mental health nurses, we will show you how Student Wellbeing Services supports our students to flourish and succeed. Come and find out what services we offer to students and how you can support your students to access counselling and mental health support. Take away with you the most up-to-date information about wellbeing at the University. And finally don’t miss out on the chance to sign up for a 45 minute session on either Happiness or our stress management session, Calm and Soothe. These workshops are tailored for staff. Please register your place here.

The main event starts at 12:00 with an opening talk, guest speakers and Q&A with a panel of experts who will be available for your questions. The staff workshops run from 13:45-14:30 and the event closes at 15:00.

**Upcoming Meetings**

Carers and Parents Network - 5th November, 10:00-11:00

Grief and Bereavement Network - 10th November, 12:00-14:00

University Women’s Network - Thursday 11th November from 13:00-14:00. The focus of this meeting will be to discuss plans for International Women’s Day (Tuesday 8th March 2022).

If you wish to join any Staff network please click here to submit your details to the relevant network group.

**Hate Crime Awareness week**

On the 14th of October we had PC Jo Moss and her team come in for Hate Crime Awareness week in RLB Cross point area. The team spoke to students about hate crime, how they can report it, and were asked many questions by students. With 548 hate crimes offences recorded by the Police in Plymouth last year – a four per cent increase from the year before, it’s more important than ever to highlight the issues and raise awareness. A hate crime is any crime that is targeted at a person because of hostility or prejudice towards that person's:
- Disability
- Race or Ethnicity
- Religion or Belief
- Sexual Orientation
- Transgender Identity

As hate crime increases, we anticipate to have PC Moss and her team back next year, to outline what it is and how we can address it to staff and students. To find out ways to report hate crime please [click here](#).

**Views and blogs:**

- We are celebrating Black History Month this October by inviting colleagues in higher education to share their successes and who they are proud to be. Patrick Johnson, Director of Equality, Diversity and Inclusion at The University of Law [talks about his achievements in his EDI work and the challenges he is faced with](#) in this video. In this video, Dr Jason Arday talks about his [journey to academia and Black excellence](#).
- Sebastian Bromelow, EDI Partner and Ed Uff, HR MI and Systems Partner at Kingston University shares what the institution has done to [make data more accessible for equality, diversity and inclusion](#).
- Dr Monica Chavez shares her thoughts on [being a woman of colour when leading change in teaching and learning](#), and outlines her top three tips for people of colour in leadership roles in higher education.
- Charles Knight, Associate Dean (Student Experience), Salford Business School discusses the [need to ensure that assessment is aligned to the promises that we make to students](#).
- Professor Nick Williams, Dr Isla Kapasi and Professor Edgar Meyer of the University of Leeds share their thoughts on how business schools can [meet the challenges of high quality, timely, well delivered and equitable assessments](#).
- Rania Vamvaka, PhD student, Academic Tutor and Associate Fellow at Cardiff University, discusses achieving Associate Fellow status and [the effect this has had on her work in LGBTQ+ inclusivity at the institution](#).
- The [Enabling equality: Furthering disability equality for staff in HE virtual event](#) will take place on 25 November.

**ELearning training and New Training Courses**

Sign up for a range of training courses organised by the Equality, Diversity and Inclusion Team [here](#). As a university that is committed to equality, diversity and inclusion, the University of Plymouth provides training throughout the year to ensure staff is always equipped to deliver a service that works for everyone. You will find information on our training courses (eg. Understanding Privilege and Bias, Trans Awareness Training, Antisemitism) as well as the University’s agreed definitions and terminology to help facilitate conversations on sometimes challenging topics.

If there are any further EDI training you wish you know more about, then please email [AHBEqualityandDiversity@plymouth.ac.uk](mailto:AHBEqualityandDiversity@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.