

## School of Divinity Equality and Diversity Annual Report October 2015

NOTE: In previous years there have been separate reports for Equality and Diversity and for the Gender Equality charter Mark (GEM). With GEM rebranded under the Athena SWAN label, and the scope of the GEM committee widened to include the broader E&D agenda, these reports have been merged.

### **Achievements 2014-15**

#### Staff training

- Uptake of online E&D training increased dramatically, including all staff involved in appointments, promotions or appraisals.
- E&D training session led by Prof Jane Norman at staff away day, January 2015.
- Lunchtime sessions held on promotions (October 2014) and family-friendly/flexible working (February 2015).

#### Course audit

Completed an audit of taught courses using the question: *Does this course take full account of the School's and University's commitment to promoting Equality and Diversity? Indicate briefly the ways in which you have included, where appropriate, a sufficiently diverse range of voices (e.g. of different genders, ethnic backgrounds, etc) and issues (e.g. relating to marginalised or under-represented groups) in the course content and readings.* Also added this question to the School's course proposal form.

GEM webpage: [www.ed.ac.uk/divinity/quick-links/equality-diversity/ged-divinity](http://www.ed.ac.uk/divinity/quick-links/equality-diversity/ged-divinity)

Contains the full GEM bronze application, annual reports, summary survey data, and links to other resources. Athena SWAN logo is also present on our homepage.

#### PG initiatives

- Mentoring scheme ongoing and growing (31 students matched with 15 staff).
- Café Couthie ongoing and continuing to serve as an important support network for female PGs.
- A 45-minute training session "Postgraduate Work and the Academic Community" in Welcome Week included legal E&D commitments but also reflection on appropriate interactions with peers and staff.
- Student initiatives for making New College a less masculine environment: International Women's Day photograph now on display in New College; Room renaming is underway (see below).

### **Gender Culture Surveys 2015:**

In May 2015 we opened surveys for staff, postgraduates and undergraduates. Full analysis of the data is ongoing but the responses look encouraging. The following issues have been identified as in need of consideration going forward:

- Some responses emphasise the more challenging experiences that professional services staff have in comparison with academic staff. Consideration needs to be given as to how we ensure the Athena SWAN process benefits *all* staff.
- Only four academic staff disagreed with the statement 'my workload cannot be completed within normal working hours', and there were a lot of comments on this topic too, which merit discussion. Until there is a proper understanding of what a normal workload is, there is little hope of flexible working options.
- There seems to be some improvement at PG level, though the issues have not gone away. Adjustments to the questions have clarified that gender culture problems are due to fellow students, not academic staff. There was a marked improvement to responses about the provision of career coaching and mentoring, suggesting our interventions on that issue have had an effect.
- A number of people (staff and students) commented about research seminars, either in relation to their scheduling (in some cases at un-family-friendly hours), their gender balance, or the tradition of going to the pub afterwards, which can exclude people. This might need further thought.
- There were a number of comments about the need to expand our work to other areas than just gender.

### **Ongoing work:**

- The GEM/Athena SWAN committee has been renamed the Equality and Diversity (E&D) committee to reflect the need for a broader agenda.
- Focus groups exploring progression (from UG to PGT to PGR) for female students and the under-representation of women in areas such as Systematic Theology are reporting to the E&D committee this month and their proposals will be discussed and implemented this coming year.
- At the suggestion of PG students, we have arranged to rename two of the rooms in New College after female scholars.
- We will include unconscious bias training at the staff away day in January 2016.
- We will be striving to increase staff uptake of mentoring via the University's "Mentoring Connections" scheme.

Naomi Appleton

E&D officer / Athena SWAN convenor