

**School of Divinity Equality and Diversity Annual Report
Philippa Townsend, October 2018**

Key achievements and activities 2017/18

Athena Swan Silver Resubmission:

The major work of Naomi Appleton and Equality and Diversity Director and the Equality and Diversity Committee during 2017/18 was the completion and submission of our second Silver Athena SWAN application in May 2018, since the first was unsuccessful. There will be an announcement soon about the outcome of that application.

PG initiatives:

- **Welcome Week** session on “Postgraduate Work and the Academic Community” was repeated and informal feedback was positive. A new session was added this year with a talk by two EUSA reps on harassment and the student liberation campaigns.
- E&D sessions were again included in **tutor training** for both new and experienced tutors, with a discussion of inclusive teaching for the latter.
- Áine Warren has begun her role as the first elected **Equality and Diversity representative on the PG committee**.
- **“First Friday PG Conversations”** were continued and held six times during the year, addressing themes relating to the PG experience and the E&D agenda, such as publishing, writers’ block, and applying for postdocs. The events will continue in 2017/18.

International Women’s Day:

We celebrated with a number of events, including a coffee morning with information about pioneering women of New College and a balloon debate.

Staff Away Day:

A session on Inclusive Teaching, run by Dr Daphne Loads, was held at Staff Away Day, May 2017. From now on, E&D training will be included in all future Staff Away Days.

Workplace Culture Survey:

A survey was sent out in May 2018 and the results showed a positive trend. The results were discussed by the E&D committee and Naomi sent out a summary of the results to staff with an explanation of how concerns were to be addressed.