

Developing a Diverse  
and Inclusive Culture

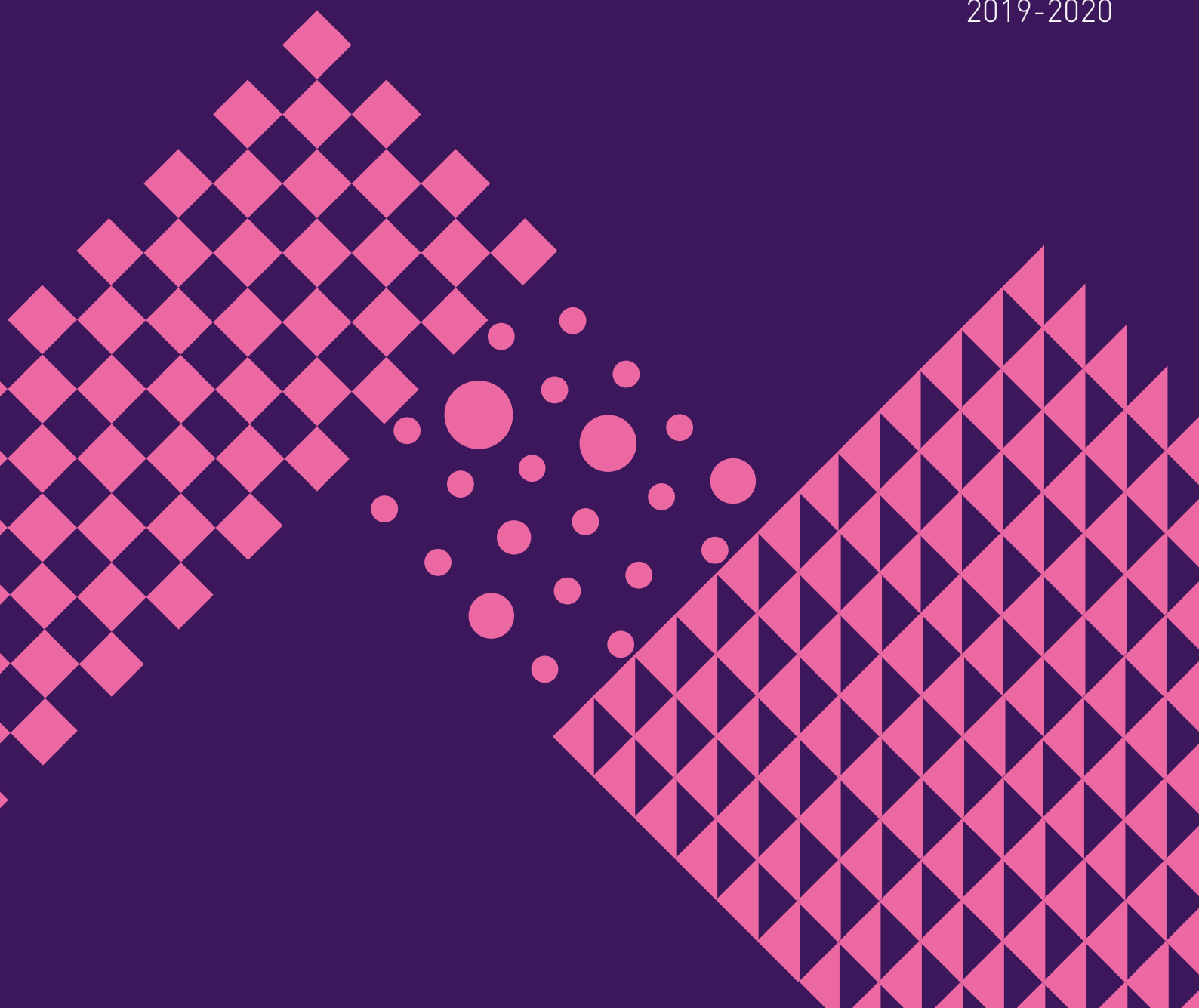


Loughborough  
University

Equality, Diversity and Inclusion

# EDITION ONE

2019-2020



## OVERVIEW

In 2019, we developed the University's Equality, Diversity and Inclusion (EDI) strategy as a key priority within the University's first People and Organisational Development strategy. The anticipated outcomes of the EDI strategy were:

- 1 An inclusive and welcoming culture in which all colleagues feel valued and engaged.
- 2 Increased diversity within the academic community.
- 3 Better representation within the University's decision-making forums.
- 4 Equal opportunity for all.
- 5 Improved institutional performance.

Before moving any further with this report, on behalf of the University, I would like to thank all of those involved in improving the inclusivity of our culture at Loughborough – the Chairs, Advocates and members of the Staff Groups, Athena Swan Champions in the Schools, all colleagues and students working on the REC, EDI colleagues across the University, Human Resources and Organisational Development and Planning Team colleagues, academics who are research active in the EDI space, and our senior leadership teams. Change doesn't happen by accident; it happens by many people making incremental shifts.

Thank you.

**Adèle MacKinlay, Director of Human Resources and Organisational Development and University Champion for Equality, Diversity and Inclusion**

We have invested significant resources and effort into making progress over the last twelve to eighteen months. Some of the initiatives and steps forward include:

- New EDI statement on the University's website. [www.lboro.ac.uk/services/hr/equality-diversity](http://www.lboro.ac.uk/services/hr/equality-diversity)
- Significant investment in staff wellbeing. [www.lboro.ac.uk/internal/staff-wellbeing](http://www.lboro.ac.uk/internal/staff-wellbeing)
- Increased focus on diversity of shortlists for Council, Senate and their sub-committees.
- Co-opting BAME colleagues onto University committees. [www.lboro.ac.uk/internal/news/2020/september/university-committees-announce-bame-positions](http://www.lboro.ac.uk/internal/news/2020/september/university-committees-announce-bame-positions)
- Established a series of groups to work on our Race Equality Charter submission (due July 2021).
- In collaboration with the BAME staff network, a sector-leading compassionate response to issues experienced by Black, Asian and Other Ethnic Minority staff as a result of the grief associated with the murder of George Floyd and the differentiated impact of Covid-19.
- The ethnicity pay gap has been produced for the first time and will be published in March.
- Numerous events took place to celebrate Black History Month (October 2020), the pinnacle of which was a talk entitled 'Black History is My History is Your History' with Carol Leeming MBE.
- Loughborough's Women's Network – Maia – launched during lockdown with 350 members to date.
- Athena SWAN awards to SSEHS (Silver), Wolfson (Bronze) and AACME (Bronze).
- A PMB established focused on gender equality with the primary aim of increasing the number of female academic colleagues over the next 5 years from 31.6% to 40%.
- The gender pay gap data showed a small decrease compared to last year, the latest data will be published in March.

- We became members of Stonewall.
- Two Progress Pride flags were painted on the Library walls for the students' return to campus in September. [www.lboro.ac.uk/internal/news/2020/october/progress-pride-flag-revealed-on-library](http://www.lboro.ac.uk/internal/news/2020/october/progress-pride-flag-revealed-on-library)
- Loughborough signed up to the Trans Rights are Human Rights campaign pledging to value and support the trans community. [www.lboro.ac.uk/internal/news/2020/september/lboro-supports-the-transgender-community](http://www.lboro.ac.uk/internal/news/2020/september/lboro-supports-the-transgender-community)
- Development of a resource to help colleagues with 'How to say when it's not OK'. [www.lboro.ac.uk/media/groups/maia/How%20to%20say%20when%20it's%20not%20okay.pdf](http://www.lboro.ac.uk/media/groups/maia/How%20to%20say%20when%20it's%20not%20okay.pdf)

However, we recognise that we have a long way to go if we are to provide a truly inclusive culture in which all colleagues feel psychologically safe, respected and valued for their uniqueness and contribution to the University, and able to thrive and perform at their best. With this as context, our plans for 2021 include:

- A more ambitious action and implementation plan underpinning the EDI Strategy.
- A new sub-committee of the Human Resources Committee focused on Equality, Diversity and Inclusion.
- An EDI objective to be included in the PDR of all colleagues at Loughborough irrespective of grade or role.
- Moving the Nursery from LSU to the University (through Imago) to ensure sustainability, growth and development.
- Development of a Race Strategy.
- Training for all colleagues on how to be a great ally.
- Leadership opportunities to include specific programmes to accelerate the development of high potential female colleagues and high potential Black, Asian and Other Ethnic Minority colleagues.



# UNIVERSITY STAFF PROFILE

Here's what our University currently looks like

Data source Annual Equality, Diversity and Inclusion Compliance Report 2019.  
[www.lboro.ac.uk/services/hr/equality-diversity/published-information](http://www.lboro.ac.uk/services/hr/equality-diversity/published-information)

## University staff by gender



The University has seen a 2.4% increase in the percentage of women at the University since 2015.

## University staff by ethnicity



The University has seen a 1.2% increase in the percentage of Black, Asian and Other Ethnic Minority (BAME) staff since 2015.

## University staff by disability status



The University has seen a 1.2% increase in the percentage of staff self-certifying as disabled over the last five years. We are aware that there is a high level of under reporting of disability in staff and therefore it is likely that the true numbers are higher than those shown above.

All figures are based on 2019/2020 data

Race Equality Charter  
 Loughborough University  
 Leicestershire LE11 3TU UK

W: [www.lboro.ac.uk](http://www.lboro.ac.uk)



### Message from the Race Equality Charter Co-Chairs

As many colleagues across campus will be aware, in 2018 the University became a member of the Race Equality Charter (REC). REC is facilitated by Advance HE, an external, sector-wide body which oversees a number of equality charters facilitating change in organisational cultures and practices. These changes should enable gender and race equality within institutions, and the sector more broadly.

As the Co-Chairs of the Race Equality Charter at Loughborough, we want to update colleagues about recent and planned work in this area. The University made the choice through the Charter to take a committedly anti-racist position. Groups were established to take this work forwards and we are pleased to be able to say that we are making some progress.

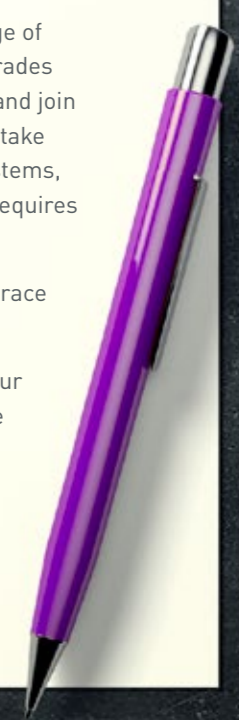
The Race Equality Charter has provided an opportunity for Loughborough University to acknowledge the problems at the institutional level, understand the scale of the task at hand, and to increase our efforts and resources accordingly. There are several race equality initiatives that we are pleased are occurring or we will be implementing shortly. We encourage you to read on within this report to find out more about these initiatives.

Notwithstanding this, it is important to recognise that we are still at an early stage of a long process. There is much work to be done to ensure that more staff, at all grades and across job families, recognise the realities of racism here at Loughborough and join efforts to eradicate it. This will require us, as an institution and as individuals, to take time to educate ourselves to understand how racism manifests in structures, systems, and individual acts. Racism is something that can and must be overcome, but it requires collective acknowledgment, recognition, comprehension and effort.

Change will take time, but the University is committed to anti-racism, advancing race equality, and leading a change in culture and practices.

The creation of an environment where all talent thrives and is welcome is in all our interests. More importantly, to treat people equally and with respect is simply the right thing to do.

Dr James Esson and Richard Taylor



# RACE EQUALITY

## Where we are at Loughborough

Over the last academic year, our Race Equality Action Group and Race Equality Working Group have met a total of eight times, during which they have reviewed, critiqued and discussed a series of data. This includes data that we are required to present for our Race Equality Charter, but also data that these groups believe may help us to better understand the root causes of some of the issues that we see, which include:

- The ethnic diversity of our staff body compared with others in the sector.
  - PDR outcomes by job family for Black, Asian and Other Ethnic Minority staff.
  - Data around the contract type (open/fixed) by ethnicity and job family.
- Our data analysis and research identify the following areas of discrepancy.
- The distribution of staff across the grade structure.
  - Recruitment data.
  - The contract basis (open, or fixed term contracts) of staff.

As covered in the introduction from the REC Co-Chairs, in order for us to make progress, it is important that we identify where we have issues, ensure that colleagues are aware of these differences, and importantly, that an action plan is developed to implement change. As such, we are sharing a series of data that has been critiqued by the Race Equality Action and Race Equality Working groups.

Details regarding the membership of these groups is available here [www.lboro.ac.uk/services/hr/equality-diversity/race-equality/self-assessmentteam](http://www.lboro.ac.uk/services/hr/equality-diversity/race-equality/self-assessmentteam)

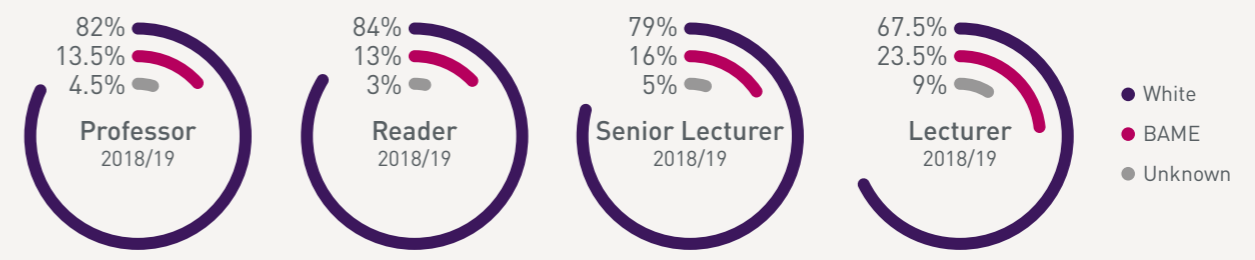
The data below has been presented using Black, Asian and Other Ethnic Minority (BAME)/ White. Within our Race Equality Work, we do not aggregate ethnicities and look at individual ethnicities, however due to the existence of small numbers in some area, it is necessary to present the data in this way here to ensure we are compliant with data protection legislation.

As shown in the data to the right

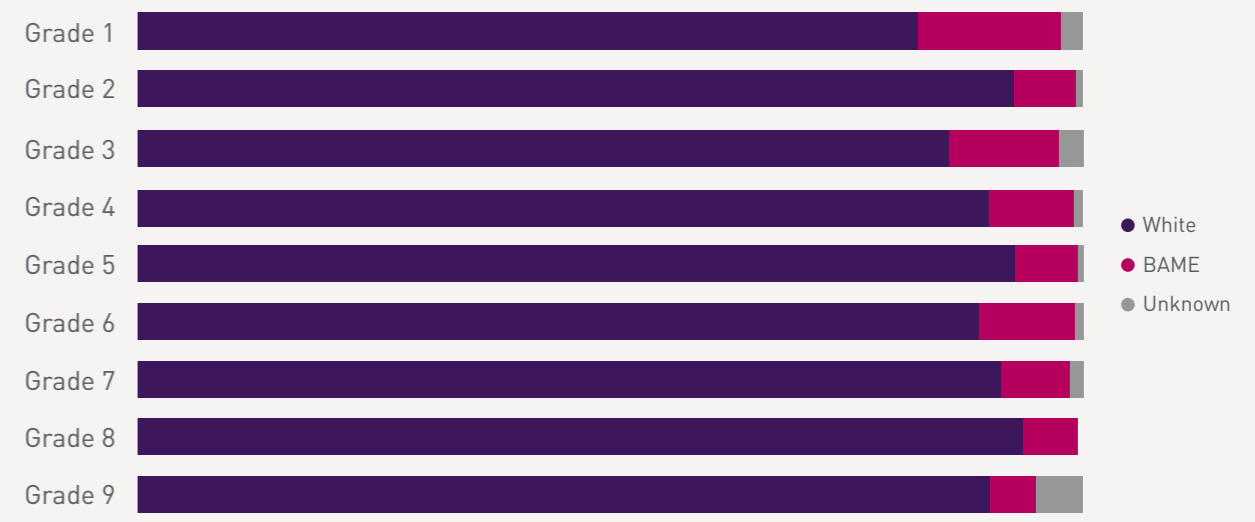
- The highest proportion of Black, Asian and Other Ethnic Minority staff are in the lower grades, for both Professional Services and Academic staff.
- Black, Asian and Other Ethnic Minority staff make up a higher proportion of fixed-term staff, than open-ended staff for academic posts.

The data shown on the right is being critiqued as part of our Race Equality Charter work. Significant follow-on work is then occurring to allow us to understand the root causes of issues and agree actions to address differential experiences and outcomes.

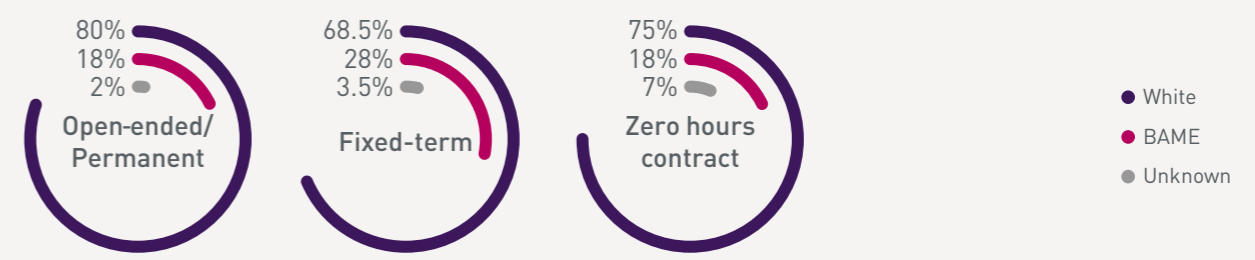
RTE staff by job type and ethnicity for the whole institution



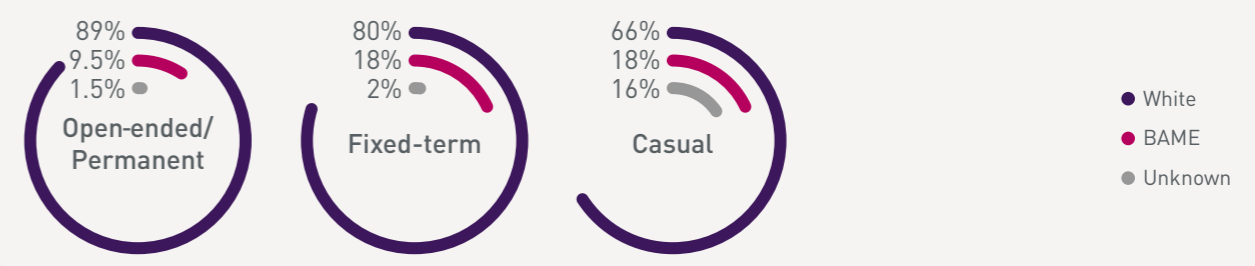
Professional and support staff by ethnicity and grade



Academic staff by ethnicity and contract type



Professional and support staff by ethnicity and contract type



All figures are based on 2019/2020 data

# WHAT WE ARE DOING

The Race Equality Action Group (REAG) was established in October 2019 to lead on the institution's work on advancing race equality.

The group is co-chaired by Richard Taylor (Chief Operating Officer and Race Equality Champion for Senior Management) and Dr James Esson (Senior Lecturer in Human Geography and Co-chair of the BME staff network and Race Equality Champion for Staff) and is comprised of staff and students from different Schools and Departments across the University. The REAG meets three times a year and the work of the group is supported by the Race Equality Working Group (REWG), which meets every two months. The groups include both staff and students and are diverse in relation to the ethnicity of members. A significant thanks should be noted for those students and colleagues working within their Schools and across the University to progress race equality. More information about the membership of these groups is available online [www.lboro.ac.uk/services/hr/equality-diversity/race-equality/self-assessmentteam](http://www.lboro.ac.uk/services/hr/equality-diversity/race-equality/self-assessmentteam)

Highlights of some of the key actions over the past year include

- A significant body of work has been taken place to analyse and interrogate the experiences and outcomes for Black, Asian and Other Ethnic Minority students and staff. This work is leading to the identification of actions for the race equality action plan. Proposed actions are discussed with a variety of staff and students and will be approved by University governance structures prior to being implemented. Agreed actions will then be progressed over several years and are all aimed at eradicating racism at Loughborough.
- Creation of working groups, and the designation of resources to support their work, with a focus on
  - Curriculum.
  - Data and surveys.
  - Communication and engagement.

These groups have been established for a fixed period of time to expedite specific areas of work and have been allocated designated resource to support the work of the groups.

- The identification of a Graduate Management Trainee to support the University's Race Equality Charter work.
- We have employed the services of Advance HE (previously the Equalities Challenge Unit) to deliver training regarding race, racism and white privilege to the University senior leadership in order to
  - Strengthen understanding of their own relationship with race and how this may impact on their work as leaders of change;
  - Increase personal and institutional readiness to engage with racial inequalities and to develop appropriate and effective actions and solutions;
  - Increase confidence and competence to instigate and drive engagement with and progress on race equality;
  - Identify practical actions to address racial inequalities and promote belonging.

This is the first step on the journey to embed discussions, learning and awareness of race, racism and white privilege in order to change structures and behaviours.

- Work has taken place to discuss race, racism and white privilege in a range of influential University groups including the Vice-Chancellor and his direct reports, the Academic Leadership Team, Professional Services Leadership Team and at Senior Management Team meetings in the Schools and Professional Services.
- All new students were encouraged to complete the *Being a Good Loughborough Citizen* Personal Best module which includes content on race and racism, the law and discrimination, unconscious bias and microaggressions and changing assumptions.
- The University employed the services of an external company to support us in the running of an EDI staff survey focusing on Race and Gender. Work between Marketing and Advancement, Planning and HROD occurred to promote and analyse this survey. The survey attracted more than 1,350 responses. Significant work has been carried out to analyse the quantitative and qualitative findings from this survey which have been reported at REAG, REWG and HRC, with a wider release of results currently in progress. The findings from this survey have been used to feed into the University's Race Equality Charter submission and to shape the actions we will take in this area.



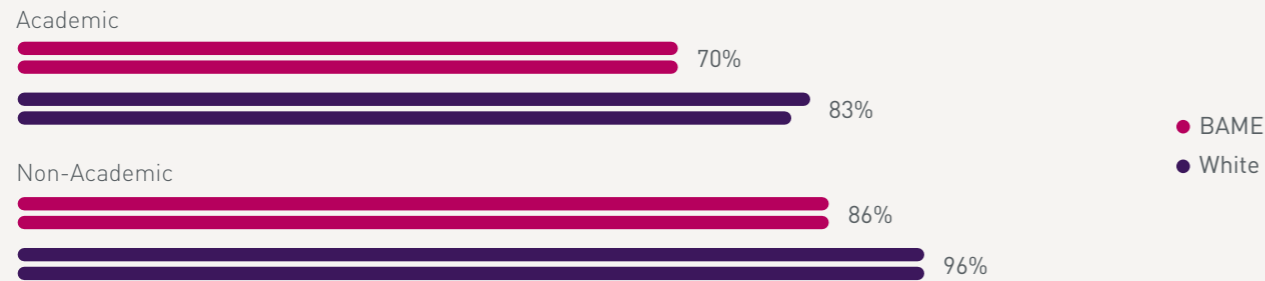
# STAFF SURVEY FINDINGS

The majority of staff who responded to the survey said that they understood why we are working towards a REC submission and believe that this will have a positive impact on race equality at the University.



continues on page 9

“ I believe I am treated equally by colleagues, irrespective of my ethnicity or race. ”



78% of Black, Asian and Other Ethnic Minority (BAME) respondents agreed that they are treated equally by colleagues, irrespective of their ethnicity or race, compared with 92% of white respondents. Academic colleagues were less likely to agree with this statement than non-academic colleagues.

“ I believe I am treated equally by students, irrespective of my ethnicity or race. ”



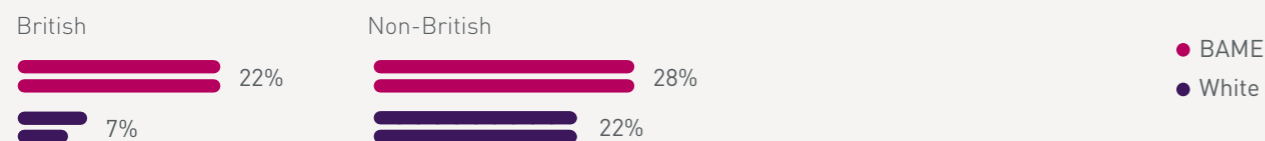
85% of Black, Asian and Other Ethnic Minority respondents agreed that they are treated equally by colleagues, irrespective of their ethnicity or race, compared with 92% of white respondents. Academic colleagues were less likely to agree with this statement than non-academic colleagues.

“ If I reported a race-related incident to my institution, appropriate action would be taken. ”



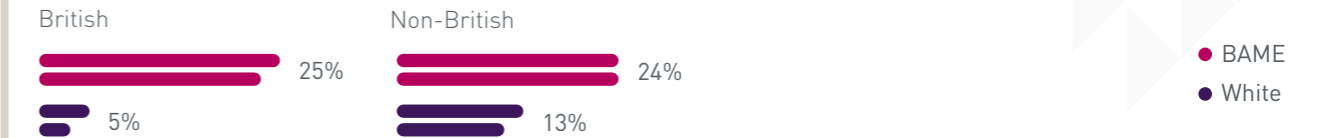
78% of Black, Asian and Other Ethnic Minority respondents (91/117) agreed that if they reported a race-related incident to the institution appropriate action would be taken. This compared with 93% of white respondents (817/880).

“ I have witnessed or been the victim of racial discrimination in the local area. ”



24% of Black, Asian and Other Ethnic Minority respondents answered “Yes”, compared with 9% of white respondents. In total, 143 individuals responded “Yes” to this statement, and 1,203 responded “No”. Non-British staff were more likely to agree with this statement than British staff.

“ I have witnessed or been the victim of racial discrimination on campus. ”



24% of Black, Asian and Other Ethnic Minority respondents answered “Yes”, compared with 6% of white respondents. In total, 116 individuals responded “Yes” to this statement, and 1,232 responded “No”.

Key topics arising out of the qualitative comments received from Black, Asian and Other Ethnic Minority staff related to

- Lack of diversity in the staff body.
- Lack of transparency in processes including recruitment, promotion, PDR and pay.
- Unequal treatment by colleagues or students.
- The handling of race related incidents on campus.
- A believe that efforts to address race equality at Loughborough being tokenistic or insincere.
- A series of four focus groups ran with staff, enabling us to delve deeper into some of the findings from the staff survey. This work is allowing us to tailor prospective actions. The REAG group discussed these in detail and they will be shared with appropriate groups over the coming weeks.
- Taking positive action to co-op Black, Asian and Other Ethnic Minority colleagues to key University Committees. The University is committed to improving the diversity of its decision-making forums. This is the right thing to do to ensure broad representation from our community and is an important aspect of our (REC) work. As positions become available on Council, Senate and their sub-committees, we are working hard to ensure diverse applicant shortlists. In the interim, we created a co-opted position for a Black, Asian and Other Ethnic Minority colleague with the right governance understanding, expertise, and skill set on the following University Committees

- Ethics Committee.
- Human Resources Committee.
- Personal Titles Committee.
- Access & Participation Committee.

For more details on the new committee members see [www.lboro.ac.uk/internal/news/2020/september/university-committees-announce-bame-positions](http://www.lboro.ac.uk/internal/news/2020/september/university-committees-announce-bame-positions)

- Established a Race and Anti-Racism Reading and Reflection group. This group has the overall objective of encouraging reading, reflection and reform and
  - Disseminates a relevant article, blog, etc. approximately fortnightly for members to read;

- Establishes a discussion forum for people to share personal reflections, discuss complex matters;
- Encourages individual members to put their own reflections into practice in their actions both at work and outside work.
- Updated the questions used by Committees to review their effectiveness to ensure key equality, diversity and inclusion matters are taken into consideration.

Where our focus will be over the next 12 months

- The development of a Race Strategy – with a proposal due to go to HRC later this academic year.
- Running a race equality survey with students. Work will then be undertaken to analyse the responses and carry out focus groups.
- Commitment to finding ways to share ethnicity data with those who need to access it for EDI purposes, ensuring we have the processes in place to act in line with data protection legislation.
- Undertaking work to review course content and syllabus to inform future work to make changes to the curriculum.
- Completing work to enable us to publish the ethnicity pay gap figures and work planned to address this.
- Undertake work to communicate updates on our work on race and racism to keep colleagues informed and to encourage staff to discuss these topics more confidently.
- A review of the grievance and appeals process to ensure that there is Black, Asian and Other Ethnic Minority representation when the colleague involved is a Black, Asian or Other Ethnic Minority individual.
- The emerging Leadership and Management Framework will provide a way for all colleagues to reflect on their own leadership pathway. Research is underway to identify specific development programmes for our BAME colleagues, specifically in the areas of leadership and where such a targeted programme would be appropriate.

# ATHENA SWAN

## Message from the University Athena SWAN Institutional Champions

It's now a decade since we received our first institutional Athena SWAN award, though our engagements with one of the UK's leading gender equality initiatives goes right back to the creation of the charter itself and the pioneering work of Loughborough's Professor Barbara Bagilhole.

Barbara died sadly in 2015 but we continue to remember her through the prize named in her memory in the School of Social Sciences and Humanities and through our continued efforts towards gender equality at Loughborough.

As Chair of the Athena SWAN Institutional Self-Assessment team, it has been my great privilege to see seven of our nine Schools receive Athena SWAN awards, and I am indebted to the Department and School Champions who have worked so hard to increase opportunity for female academics at all career stages. One in three Loughborough academics are now female, compared to one in four when we started. One in five of our Professors is female, compared to one in seven when we started. I'm proud of that but I know that, as you are reading this, you will be thinking that it's not enough. Not even close.

In recent years, Athena SWAN has rightly widened its gaze beyond the academic community. At Loughborough, amongst Professional Services colleagues, women dominate the lower grades and men dominate the highest. Under-representation of women is greater amongst technical staff than for any other staff group.

It is easy to blame societal trends for some of these outcomes or to bemoan a lack of female applicants for certain posts but neither is an acceptable response. It is incumbent on organisations like ours to show leadership and perseverance in the invigorating journey towards equality, across all protected characteristics.

**Professor Steve Rothberg**

## From the Provost and Deputy Vice-Chancellor

Gender Equality is a phrase which covers many different things, even when considered solely in the context of Loughborough University. There is often a focus on quantitative measures and the issues that the numbers highlight: the proportion of our academic staff that is female is too low, for example; we have an unacceptably high gender pay gap; we do not have enough female professors or females holding the most senior roles within the University. These are all serious issues that need our attention and action. On the other hand, there are also more qualitative indicators that help shed light on the lived experience of female colleagues and the need for cultural change.

It is incumbent on those like me, who occupy positions with significant influence, to help improve things. Both the quantitative and the qualitative. I will not deny that making positive change happen is challenging. I am acutely aware that as a beneficiary of the male privilege that is built-in to our profession it is difficult for me to understand the issues as they are felt by women and that one of the most important things I need to do is listen. With that in mind, if anyone reading this wants to share their experiences with me, in writing or in person, I would be more than happy to hear from you. Of course listening is not enough, it needs to lead to action.

As an institution we should set ourselves ambitious goals around gender equality. There is a role for numerical targets, but we should be no less aspirational when it comes to cultural change. We need to be bold, tackle the issues head on, and do things that make a difference.

**Professor Chris Linton**



**Athena  
SWAN**  
Bronze Award

We hold the  
**BRONZE  
INSTITUTIONAL  
AWARD FOR  
ATHENA SWAN**

## GENDER EQUALITY

### Where are we at Loughborough?

We are now at a better point than where we were a number of years ago. 2019/20 has seen notable success in Athena SWAN for a number of Schools, whilst the majority of our other Schools are either proactively working towards an Athena SWAN submission, or hold an award and are driving forwards an action plan to progress gender equality in their School. Significant thanks should be noted for those colleagues working within their Schools and across the University to progress gender equality.

It must be noted that, notwithstanding the advancements that have taken place, we still have significant progress to make and we are driven to do exactly this. Membership of the University's Committees is not yet gender balanced. We have fewer women in academic job families across the University with the majority being at lecturer level. Within Professional Services there are fewer women than men at the higher grades (grades 7, 8 and 9). We know that compared with other universities who have a similar subject mix to us our gender diversity compares less well and we know that, unless we speed up our progress, we will not make the strides we want to see over the next five to 10 years. The University has intensified its work in the area, striving for more far reaching and innovative interventions to progress gender equality.



#### What we are doing

The University's gender equality work is driven and influenced by a number of groups including

- Human Resources Committee.
- Gender Equality PMB.
- Athena SWAN Forum.

Through the influence and direction of the above groups, combined with progression the University Athena SWAN action plan, the following overviews some of the highlights of activity that has occurred in the last year regarding gender equality.

- The launch of the Maia network, with 15 events and 350 members of staff to date.
- The establishment of the Gender Equality PMB, with the primary aim of increasing the number of female academic colleagues over the next five years from 31.6% to 40%. This has resulted in work being undertaken in three keys areas specifically recruitment; promotion and culture and retention.
- Work undertaken by the Equality of Opportunity Task and Finish Group with union colleagues to generate 12 priorities which it put forward to the University for its attention.
- We have increased the number of Athena SWAN awards we hold to seven Schools with the following new/ renewed awards received this year. SSEHS – Silver, WMEME – Bronze, AACME – Bronze.
- Work has been led by colleagues in the Centre for Research in Social Policy to understand how academic staff's working lives were affected during lockdown.
- Continuing our work to interrogate staff statistics from a gender perspective and work with Schools to identify trends, progress and challenges.
- Undertaken significant work to restructure and reinvigorate the processes that support Schools who are working towards Athena SWAN awards. Including the running of training for a number of staff across campus to enable them to become 'panellists' to provide input, guidance and challenge for Schools working on submissions.

Analysis was carried out on the EDI survey from a gender perspective, with the following main findings.

In order to adhere to data protection principles and maintain the confidentiality of individuals, the data only shows results by female/male. Analysis of results by all genders will be considered in future years in line with increases in numbers.

- **95% of women** and **92% of men** agreed that they would recommend Loughborough to a prospective staff member.
- **63% of women** agreed that their School/Professional Service has a positive working environment for all, regardless of gender, compared with **83% of men**.
- **54% of academic women** agreed that they were treated equally by colleagues, irrespective of their gender, compared with **78% of academic men**.
- **55% of women** agreed that there was appropriate representation of women on Loughborough University committees, compared with **76% of men**.
- **44% of academic women** agreed that their School workload model was transparent, compared with **32% of academic men**.
- **54% of academic women** agreed that the promotion outcome was not influenced by gender, compared with **81% of academic men**.



#### Planned work over the next 12 months

- Implement actions through the Gender Equality PMB to increase the number of female academics.
- To establish a Self Assessment Team to progress the University's next Athena SWAN institutional submission.
- The development of University-wide Coaching, Mentoring and Buddying Framework aims to increase the capacity of support available to staff in the areas of coaching and mentoring. Additionally there will be targeted programmes of coaching and mentoring support available e.g. available to the Maia network, to help to underpin progress in these areas. The new buddying approach will be a key feature of the new induction scheme, helping colleagues to settle effectively in their roles.



# STAFF GROUPS

The University is strongly committed to equality, diversity and inclusion and supports all groups of staff. A number of staff support groups have been established by Human Resources and Organisational Development so that members can support each other, raise any concerns and influence the University's People Strategy.

The following section overviews the activity of each of these groups over the past year. Thanks to the Chairs of the groups for the overviews and the work they do to support each relevant group.

### Part-time Workers Group

Part-Time and Flexible workers currently make up approximately one third of the workforce at Loughborough University. This staff group was established to ensure the voices of this key and growing part of the Loughborough staff community are heard. The group provides an opportunity for members who often juggle a variety of challenges whilst working a wide variety of hours to share their views and experiences to help shape a better future for all workers at Loughborough.

The network is currently quite small, and we would love to welcome new members to join us to bring new experiences and ideas we can take forward to the relevant University Senior Management. In the current challenging times, the workforce is being required to be more flexible and agile in the way they approach work challenges and manage their time. This group provides the opportunity to contribute to the development of work practices whilst also supporting colleagues. Meetings are held four times a year and we have had some excellent speakers: the Vice-Chancellor, Pro Vice-Chancellor for Research, HROD, and Sustainability. An example of our success has been the change to the car parking charges for part-time staff. We are looking forward to welcoming you to our group.

### Working Parents and Carers Network

The Working Parents and Carers Network was established to provide support and networking for parents and carers who work at Loughborough University. Members come from both Schools and Professional Services. The group provides an informal route for dissemination of both internal and external initiatives which may be of interest to members; holds two meetings per year and provides a forum for University managers to engage with working parents and carers on relevant policies, giving members an opportunity to feedback and shape the University's HR strategy.

The Network is currently quite small and is keen to expand its membership to include more men and those in academic roles. We were looking forward to planning a "re-launch" event in summer 2020 and hope to do this at a point in the future not only to increase membership but also to listen to our members and refresh our aims and objectives.



### LGBT+ Staff Group

The LGBT+ Staff Group is an active group working to represent those identifying as LGBT+ at Loughborough University. The group offers members the chance to participate in meetings, social events or just stay in touch with the work being done for LGBT+ individuals in the University.

Membership of the group is totally anonymous, and members can be involved as much or as little as they like. Anyone can join, LGBT+ individuals and allies are welcome. We also have strong links to the Students' Union LGBT+ group and often support and attend the events they run.

Over the last 12 months our group has held our annual Pride March, run a successful Rainbow Laces campaign across campus and supported events run during LGBT History month. More recently we have partnered with other universities for a virtual Pride event as well as supporting Stonewall's Trans Right are Human Rights campaign.

As a group we will continue to work to ensure LGBT+ individuals have a safe and supportive place to work and study.



### Black, Asian and Minority Ethnic (BAME) Network

The Black, Asian and Minority Ethnic (BAME) Network is a welcoming community of staff from Black, Asian and Minority Ethnic backgrounds at Loughborough University's Midlands and London campuses. The Network was relaunched in 2018 with the triple mission of advocacy, celebration and support: collectively holding the University accountable to its stated commitment to challenge racism and discrimination whenever identified, actively recognise the range of cultures across campus through social events and highlight the achievements of BAME staff, providing a range of informal and formal opportunities for BAME colleagues to share their concerns, successes and aspirations.

The Network offers safer spaces for BAME colleagues to interact socially and intellectually and raise our presence through the introduction of innovative ideas and drive anti-racism within the University including BAME students and doctoral researchers.

2020 has been a pivotal year for the Network during which there have been many achievements. Some key achievements have been:

- A significant growth in membership. There are now 70 Network members.
- Mobilisation of senior managers to engage in a concerted shift in culture which embraces anti-racist professional practice. This is being achieved through closer collaboration and developing allyship. An example of this is the Network contributing to a committed discussion about developing the University's Equality, Diversity and Inclusion Strategy.
- Collaborative efforts between senior managers, the BAME Staff Network and LUCU resulting in the Compassionate Leave for Race-Based Stress Policy. Initiated as a response to the traumatic events surrounding the death of George Floyd, this policy is greatly valued by members of the Network and demonstrates how effective we can be when stakeholders work together towards positive action.
- Reflecting this growth in collaboration with The BAME Staff Network, LUCU have now issued a statement on race equality and produced a statement with resources on anti-racism demonstrating an increased commitment to challenging racism.

### International Staff Group

The aim of this group is to contribute to a fair and supportive environment which provides equality of opportunity and freedom to international staff, as well as to everyone else within Loughborough University. Both academic and support staff are welcome.

The group aims:

1. To be the voice of international staff at Loughborough University, in particular with respect to issues such as xenophobia and discrimination, immigration and visa, Brexit, support for families of international staff, etc.
2. To be a forum where we can discuss experiences and share advice about any matter of interest to international staff in a safe and protected environment and support new international staff members.
3. To liaise whenever necessary with other organisations and staff groups that share the group's objectives, such as the University and College Union and the Black, Asian and Minority Ethnic (BAME) Network.

The group is led by a Committee, with a chair and three committee members. The current chair is Giulia Piccolino (G.Piccolino@lboro.ac.uk). At least one member of the committee has to be an EU/EEA national and at least one member of the committee has to be a non EU/EEA national. The group meets usually every semester, more often if needed. It also organizes occasional social events.

This year, we helped the University to design a new relocation policy, which provides additional financial support for staff from overseas, including visa expenses. We attended regular meetings with Human Resources about how the University can provide more support and guidance to staff dealing with immigration issues and make its policies in this respect more transparent. We discussed in particular the adoption of the Visa Premium service and a loan scheme to help staff to deal with expenses related to Indefinite Leave to Remain and Citizenship applications.

During the Covid19 lockdown, we have held frequent informal meetings via Zoom or Teams, in order to help international staff, especially the ones who have recently joined the University, to connect with other staff and feel less isolated.

### Maia - Loughborough University's Women's Network

Maia is Loughborough University's Women's Network. Maia unites all women staff and Doctoral Researchers, including trans women and non-binary people comfortable in a female-centred community. As a network, Maia seeks to make change happen across the University by creating a forum to share experiences, providing meaningful interventions, and offering training and support. All this allows us to accelerate the pace of gender equality at Loughborough.

Launched in May 2020 during the Covid-19 pandemic, Maia has 350 members with representation from every area of our two campuses. We have hosted 15 events since launching. Going forward, Maia will host events every month (formal and informal) and our strategic theme for 2020/21 is 'Advocacy, mentoring and coaching'.

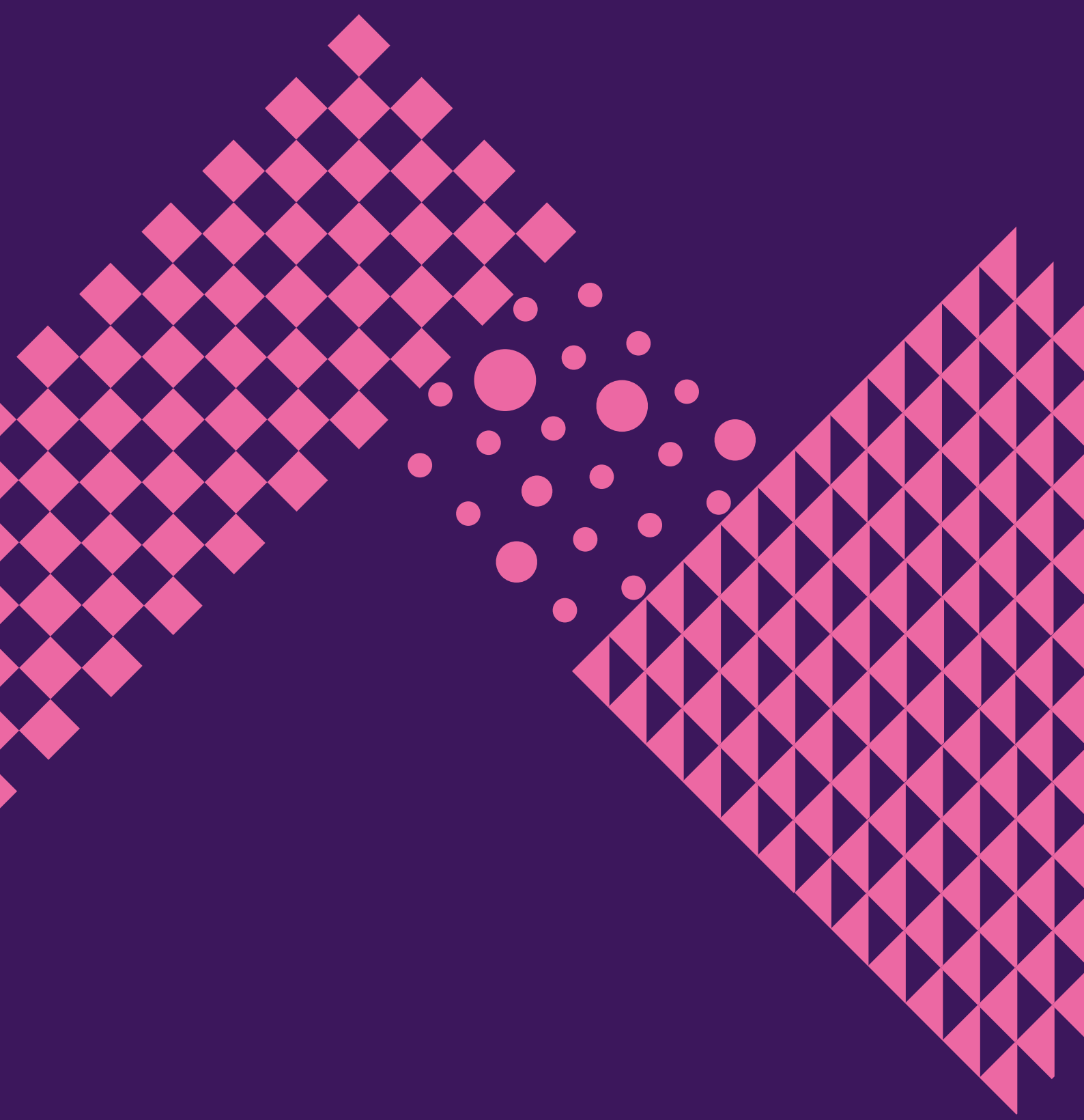
For more information visit the Maia webpages [www.lboro.ac.uk/internal/groups/maia](http://www.lboro.ac.uk/internal/groups/maia)



### Staff Inclusivity Group

The Staff Disability Group was rebranded in 2019 and after consultation with its members, renamed the Staff Inclusivity Group. It was felt that some staff members with hidden disabilities, such as neurodiversity, Crohn's and mental health may not consider themselves as having a "disability" and therefore may not feel that the old name represented them. By making these changes it opened up the group to not only those who have a disability but also those who are affected by physical or invisible disabilities (family/caring responsibilities). The group provides support for all members and is also working with the University to ensure that disability remains visible on the EDI agenda not only across the wider University but also within Schools.

Since rebranding, the group has met physically once a month and more recently the group, via Teams, has met fortnightly to provide members with the opportunity to catch up and to keep in touch. Over the last few months, the Group has been working closely with the University helping resolve the issue of those who are unable to wear face coverings on campus. We have also worked with FM to ensure that all members of the group are made aware of any building works that may affect their movement around campus. The Staff Inclusivity Group works with the University to celebrate UK Disability History Month (18/11-18/12).



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