



## **FOR UNIVERSITY STAFF**

**ISSUE NO 111 WEEK COMMENCING 23 OCTOBER**

### **SEMINARS**

#### **WEDNESDAY SEMINAR**

There is no Wednesday Seminar this week

#### **FRIDAY SEMINAR**

This week's Friday seminar organised by the OCDEM Senior Academic Faculty will be a talk on "Characterising the relationship between NAFLD and T2D using genetic markers " by Dr Robert Koivula and a talk on "Dietary Fat and Liver Fat Accum The talk will begin promptly at 1pm in the Robert Turner Lecture Theatre and sandwiches for those attending will be available from 12:45

#### **MEDICAL GRAND ROUNDS**

Thursday 26 October from 13:00 to 14:00

John Radcliffe Hospital, Lecture Theatre 1

Acute Medicine Firm B: Fatal drug toxicity and genetic polymorphisms", Dr Jeffrey Aronson

Renal: Mortality Trends of ESRD patients from Oxfordshire and all-England, 1967-2017" marking the Golden Anniversary of the Oxford Kidney Unit (1967-2017) - , Dr Ben Storey

Chair: Prof Chris Conlon

# FAMILY CHRISTMAS EVENT

## PETER PAN

Santa Claus

Childs Entertainer

Mulled Wine

Mince Pies

Lots of  
Festive Cheer



Your Venue - OCDEM

Saturday, 9th December

Time 14:30 – 17:00

Please let the OCDEM Oracle [ORACLE@OCDEM.OX.AC.UK](mailto:ORACLE@OCDEM.OX.AC.UK) know if you intend to come by Friday 3rd November


**THE UNIVERSITY OF CHICAGO**  
 Department of Medicine  
 Section of Adult and Pediatric Endocrinology, Diabetes, & Metabolism

**2017 Kroc Lecture**

**“Using Human Genetics and Genomics to Unravel Causal Mechanisms for Diabetes”**



Presented by:  
**Anna L. Gloyn, DPhil**  
*Oxford Centre for Diabetes, Endocrinology & Metabolism*  
*Wellcome Trust Centre for Human Genetics*  
*University of Oxford, United Kingdom*

**Monday, October 23, 2017**  
**5:00 - 6:00 p.m.**

**Knapp Center for Biological Discovery (KCBD) – Room 1103**  
**900 E. 57<sup>th</sup> Street, Corner of Drexel and 57<sup>th</sup> Street**

*Reception will follow in the Kovler Diabetes Center (KCBD, 8<sup>th</sup> floor)*

Persons with a disability who may need assistance, please call 2-3849

Today Professor Anna Gloyn will be giving the KROC Lecture at the University of Chicago. Her talk will be on **“Using Human Genetics and Genomics to Unravel Causal and Mechanisms for Diabetes”**

The KROC Lecture was established in 1985 with a gift of \$50,000 from the Kroc Foundation and the funds are intended for the “advancement of diabetes and endocrine diseases research at the University” They are to “support a lectureship and/or short tenures of visiting scientists to the University of Chicago. The lectureship is named for Ray A. Kroc and Robert L. Kroc

Ray A Kroc was a widely known Chicago-born entrepreneur who won fame as the founder of the McDonald Fast Food Restaurant chain, but he also had a brother, Robert L Kroc, who became a well known physiologist (PhD U Wis 1933). Robert pursued a career in biological science making major early contributions to the field of relaxin biology. Relaxin is an insulin-like molecule, but its role in mammals is mainly in softening the pubic ligament during normal birth to allow passage of the fetus. Bob Kroc was associated with relaxin’s discoverer, Frederick L. Hisaw, at Wisconsin, but in 1944 joined a pharmacological start up that eventually became Warner-Lambert and set out to develop reliable ways to purify and study the hormone with an eye to introducing it for therapeutic use. He developed improved methods for purifying and standardizing porcine relaxin from the ovaries of pregnant pigs and also provided such preparations to the NIH for distribution to investigators, thus stimulating research on this novel hormone. Unfortunately, relaxin never worked out as a therapy for premature labor, as originally hoped – mainly because as its purity greatly improved due to Bob’s efforts the FDA demanded a new NDA that was viewed as too costly by W-L management – so the project ended.

In 1969 Ray Kroc, with Robert’s assistance, founded the Kroc Foundation to support research in the fields of diabetes, multiple sclerosis and arthritis and based it in Santa Ynez, CA. As President of the foundation Bob oversaw the management of the research grants. A total of more than 1600 grants were awarded over the next 15 year period and a number of excellent conferences were also held at the Foundation Headquarters at the J and R ranch near Santa Barbara. Unfortunately, the Kroc Foundation was disbanded in 1985, but through Bob’s leadership and foresight continued to have great impact through a program of endowed lectureships that he created – The Ray A and Robert L Kroc Lectureships at grantee institutions.



## **MANDATORY WEARING OF EYE PROTECTION IN BIOLOGICAL CONTAINMENT**

### **LABORATORIES**

#### **(CL1, CL2, AND CL3)**

The University's [Biorisk Management Policy \(S5/09\)](#) states that the wearing of eye protection in Containment Laboratories is mandatory at all times. It also identifies specific circumstances where this control may be relaxed. This originally included the wearing of "normal" prescription spectacles when not undertaking hazardous work or when sitting at desk/office space within a Containment Laboratory.

This particular derogation has been incorrectly interpreted in some departments to mean that safety spectacles do not have to be worn *at all* if prescription spectacles are worn. This has resulted in several incidents of exposure to hazardous agents. Additionally, there have been instances of wearers of "normal" prescription spectacles taking advantage of this relaxation then suffering exposures or injuries to eyes through the hazardous activities of colleagues working in close proximity.

The Consultative Committee for Health and Safety has therefore considered and approved the removal of this derogation from the policy to prevent any such misinterpretation and the consequent risk of any further exposures and injuries. The Policy will now read as follows under section 3. [Biorisk management procedures](#):

#### **(m) Miscellaneous requirements**

##### **(i) Personal protective equipment and laboratory clothing**

Protective eyewear must be worn when working in Containment Laboratories, or other overt "wet" biological laboratories or support rooms (e.g. autoclave facilities). This eyewear may take the form of safety spectacles for general work, or more robust eye protection, such as goggles or face shields where identified as required by risk assessment. It is recommended that all laboratory workers are provided with their own personal pair of safety spectacles and all departments are obliged to provide employees with prescription eye protection where this is required.

Workers seated at write-up areas located in Containment Level 1 or 2 Laboratories and clearly demarcated from wet laboratory benches (see point iv. under Section 3. (l) Containment laboratories and containment levels) are permitted to remove laboratory coats and eye protection whilst undertaking paper, computer, or other "office" type work where there is no risk of exposure to the activities of other laboratory workers or processes in close proximity. Laboratory coats, gloves, and eye protection must be worn at all times in Containment Level 3 Laboratories.

Most activities in biological containment laboratories involve the use of hazardous agents of one kind or another (biological, radiological, chemical, physical etc.) and most procedural risk assessments will identify that eye protection is required with the hazard - permanent damage to, or loss of eyesight - being particularly high. The use of eye protection is therefore essential and must be encouraged and reinforced by departments by whatever means are necessary.

## **VACANCIES IN THE DEPARTMENT**



### **BRC DIABETES AND METABOLISM RESEARCH ASSISTANT**

Grade 6: £28,098 - £33,518 p.a.

An exciting opportunity has arisen for a Diabetes and Metabolism Theme Research Assistant, within the NIHR Oxford Biomedical Research Centre (BRC) Diabetes and Metabolism Theme, led by Professor Anna Gloyn in the Oxford Centre for Diabetes, Endocrinology and Metabolism (OCDEM).

The Diabetes and Metabolism Theme oversees a complex portfolio of translational diabetes and metabolism research programmes which are underpinned by core BRC funded infrastructure. BRC-funded core laboratory personnel support human bio-sample and tissue processing, stable isotope analysis and lipid profiling by gas chromatography mass spectrometry, human islet isolation and processing for translational science across the theme. The research theme consists of four subthemes: Translational Physiology, Therapeutics and Medical Innovation, Translational Islet and Metabolic Tissue Biology, Pancreas and Islet-Cell Transplantation and Service Innovation and Evaluation.

The postholder will have responsibility for both supporting and undertaking several key aspects of work within the lab including sample processing, DNA and RNA extraction from multiple human tissues and organisation of mammalian cell culture work performed within our laboratories. They will be responsible for managing their own time and resources within the context of their role, and the requirements and objectives associated with their position. The postholder will support the work of research groups within the theme and report to the BRC Diabetes and Metabolism Theme Lab Manager.

Candidates should hold a degree in biochemistry and have relevant laboratory experience. Some flexibility with respect to working hours will be needed, including occasional responsibility for out-of-hours work.

The position is full-time and fixed-term for 3 years in the first instance and funded by the NIHR Oxford BRC.

Please quote ref.131495 on all correspondence. You will be required to upload a CV and supporting statement as part of your online application.

Only applications received before 12.00 midday on 3 November 2017 can be considered. Interviews are scheduled for 21 November 2017.

## **VACANCIES IN THE DEPARTMENT**



### **BRC DIABETES AND METABOLISM RESEARCH TECHNICIAN**

Grade 5: £24,983 - £29,799 p.a.

An exciting opportunity has arisen for a Diabetes and Metabolism Theme Research Technician, within the NIHR Oxford Biomedical Research Centre (BRC) Diabetes and Metabolism Theme, led by Professor Anna Gloyn in the Oxford Centre for Diabetes, Endocrinology and Metabolism (OCDEM).

The Diabetes and Metabolism Theme oversees a complex portfolio of translational diabetes and metabolism research programmes which are underpinned by core BRC funded infrastructure. BRC-funded core laboratory personnel support bio-sample and tissue analysis, human islet isolation and processing for translational science across the theme. The research theme consists of four subthemes: Translational Physiology, Therapeutics and Medical Innovation, Translational Islet and Metabolic Tissue Biology, Pancreas and Islet-Cell Transplantation and Service Innovation and Evaluation.

The postholder will have responsibility for both supporting key aspects of work within the lab including human biosample processing and storage, DNA and RNA extraction from multiple human tissues and mammalian primary and clonal cell culture work. They will be responsible for managing their own time and resources within the context of their role, and the requirements and objectives associated with their position. The postholder will support the work of research groups within the theme and report to the BRC Diabetes and Metabolism Theme Lab Manager.

Candidates should have relevant laboratory experience. Some flexibility with respect to working hours will be needed, including occasional responsibility for out-of-hours work.

The position is full-time and is fixed-term for 3 years in the first instance and funded by the NIHR Oxford BRC.

Please quote ref. 131684 on all correspondence. You will be required to upload a CV and supporting statement as part of your online application.

Only applications received before 12.00 midday on 6 November 2017 can be considered.

## **VACANCIES IN THE DEPARTMENT**



### **RESEARCH TECHNICIAN**

Grade 5: £24,983 - £29,799 p.a.

We are seeking an enthusiastic research technician in Functional Genomics to work within a vibrant research team headed by Professors Anna Gloyn and Mark McCarthy at the Oxford Centre for Diabetes Endocrinology and Metabolism (OCDEM) at the University of Oxford Churchill Hospital site.

The successful applicant will join an interdisciplinary team from the Gloyn and McCarthy laboratories trying to understand the mechanisms by which genetic variants alter risk for Type 2 Diabetes.

The postholder will have responsibility for both supporting and undertaking several key aspects of work within the lab including sample processing, DNA and RNA extraction from multiple human tissues and organisation of mammalian cell culture work performed within our laboratories. They will be responsible for managing their own time and resources within the context of their role, and the requirements and objectives associated with their position. The postholders will support the work of the group and post-docs within the team.

Candidates should have previous experience working in research in either academia or industry. A proven interest in human genetics and metabolic disease would be an advantage.

The position is full-time, fixed-term for 1 year in the first instance and funded by MRC and the IMI .

Please quote ref. 131691 on all correspondence. You will be required to upload a CV and supporting statement as part of your online application.

Only applications received before 12.00 midday on 26 October 2017 can be considered. Interviews are scheduled for 7 November 2017.



# New Parents Networking Tea

6 November 2017, 2-3pm

Physical and Theoretical Chemistry Laboratory, South Parks Rd  
John Rowlinson Seminar Room, 1st floor



Please join us for an opportunity to meet other  
new parents from across the University  
and hear from  
Jo Mason, Head of Childcare Services,  
about the support provided for families

*With coffee, tea, and cake*

RSVP to [diversity@mpls.ox.ac.uk](mailto:diversity@mpls.ox.ac.uk) by 30 October



## **EMERGENCY CHILDCARE**

Whether it's a last minute panic, or an anticipated gap in childcare, we provide the choices that parents want

With unparalleled access to *high quality* childcare, you can count on us to find the solution you need when you need it most.

After all, when you have young children it's not a question of *if* you have a childcare breakdown but *when*.

### **Be prepared for life's little emergencies**

Emergency Childcare allows you to book an emergency nanny, nursery or childminder across the UK with as little as 2 hours' notice.

Our registered parents have the peace of mind of knowing they've already got a backup plan in place, and are able to:

- Search for their local childcare options (nannies, nurseries, childminders)
- **Save favourites** for future reference
- **Arrange to visit** any they're interested in (this isn't required, although it can be reassuring)
- **Suggest** other childcarers they'd like to join
- **Book** last minute childcare with us

Read more about [Nannies](#), [Nurseries](#), and [Childminders](#)



It's Pippin Doughnuts time again. They will be delivered on Thursday and the flavours this month are as follows:

Mixed berry jam

Chocolate

Vanilla custard

Cinnamon and brown sugar

Coffee and walnut (ring doughnut)

Orange jam, chocolate icing (Halloween doughnut)

Passion fruit curd

Apple, blackberry and custard (jam and custard)

Apple and caramel jam

The price is £1.10 per doughnut. If you/your group wants to put in an order can you please provide Karen Parish with the details by 10 am tomorrow (Tuesday) along with the relevant money. Admin will take delivery of the doughnuts on the day.



## *New! Movement, Stretching and Relaxation Class starting in Eynsham on the 7<sup>th</sup> November.*

As I have successfully passed my first year assessment as part of my Dru Yoga Teacher Training I'm now insured and licensed to teach! It will be a gentle class of movement, stretching and relaxation for adults of all abilities, along with breathing and relaxation techniques these can help improve well-being and health.

The classes will take place on Tuesday evenings 18.45-20.15 at the Tolkien Room, Abbey Road, Eynsham (please click on link below for directions).

### **Introductory offer:**

7th November £4.00 for the class

14<sup>th</sup> November -19<sup>th</sup> December £30.00 for a block of six classes or £7.00 for drop in's (space dependent).

For more information or to book a place please contact: [louise.dennis@ocdem.ox.ac.uk](mailto:louise.dennis@ocdem.ox.ac.uk)

<http://eynsham-pc.gov.uk/org.aspx?n=Movement-Stretching-and-Relaxation>

Louise Dennis



Oxford University Hospitals **NHS**  
NHS Foundation Trust

## Health Improvement Advice Centre

Issue 15—October 2017

This Autumn edition of the [Here for Health](#) newsletter celebrates our three year anniversary within the trust, highlighting some work over the last couple of months and aims to keep you up to date with changes and developments within our service and centre. We have continued to develop our partnerships with OUH departments and community organisations and would like to thank all of those that continue to support Here for Health and the services we offer and look forward to further developments ahead.

Three years ago, on the 27th August 2014, the Here for Health centre was declared officially open! This September marked the three-year anniversary of [Here for Health](#) and the service, centre and partnerships have continued to develop ever since.



- In the past 3 years, the Here for Health team have:
- Interacted with 6782 patients, staff and visitors to Oxford University Hospital Foundation Trust.
- Developed partnerships with over 30 different hospital departments across OUH's four sites.
- Signposted and referred visitors to approximately 115 organisations and support services nationwide.
- Liaised and developed links with a huge range of local community support services, including over 20 direct referral pathways to organisations including Turning Point, Oxfordshire Mind and Age UK's Generation Games.

These strong links and partnerships to both OUH and community organisations and teams have been paramount in ensuring the continuing success of the Here for Health centre, so we would like to thank all of those that have supported our centre both in its inception and development.

We look forward to working with you in future developments.

**STOP TOBER IS BACK**

Research Stoptober for help and support to quit smoking.

BECAUSE THERE'S ONLY  
**ONE YOU**

Stoptober is back! This is the perfect opportunity for any smokers who have been thinking about quitting to give it a go!

Research tells us that you are 5 times more likely to quit for good following this 28 day challenge. With the extra support available for **FREE** from the Stop Smoking Service linked to the Here for Health Centre every Thursday and Friday it can be easier than ever! There are hundreds of positive reasons to quit

1. **Feel healthier**- No matter how long you've smoked for, quitting can help improve your health straightaway.
2. **Cash in** -You'll have much more cash in your pocket. If you smoke a packet a day, you could save around £250 each month!
3. **Protect your family** - Quitting helps protect your loved ones from harmful second-hand smoke – reducing *their* risk of developing asthma, meningitis and some cancers.

Throughout Stoptober at OUH there will be promotional pop up stands and health champions passing on information for your local stop smoking services as well as our usual drop-in service, we will also be doing **KNOW YOUR CO** for patients, staff and visitors. Drop by to find out more or call us on [01865 221429](tel:01865221429).

## Here for Health Partnerships and Community Updates

*Here for Health work hard to maintain strong links with community services across Oxfordshire and endeavour to be a source of up-to-date information about changes happening within partnering organisations.*

Recently, the **Go Active Get Healthy** programme which is run by the Oxfordshire Sport and Physical Activity team have undergone some slight changes to their service provision.

GO Active, Get Healthy is a dedicated programme designed to support **diabetic patients** who would like to increase their physical activity.

The programme has a great range of support services on offer including:



- *Motivational and long term support* - supports participants to become more active through 'motivational coaching' and on-going support to help elicit behaviour change. The motivational coaching is telephone-based, with flexible times and uses Motivational Interviewing as an evidence-based approach to effective behaviour change, in line with the NICE recommendations.
- *Subsidised activities* are available and incentive vouchers are offered to take part in the full 12 month programme
- *Countywide physical activity opportunities* - a variety of tailored activities, sessions and opportunities for people with diabetes or pre-diabetes

Referrals can be made from your GP or Diabetes Nurse, or patients can self-refer here <http://www.eetoxfordshireactive.org/sienur>

Contact Leila Javadi on 01865 252606 or [ljavadi@oxford.gov.uk](mailto:ljavadi@oxford.gov.uk) for more information.

*The Here for Health team have recently caught up with Achieve Oxfordshire to hear about the services that are currently on offer regarding weight management programmes and support for Oxfordshire residents.*



Achieve Healthy Weight Loss Oxfordshire delivers a range of Tier 2 interventions for adults and over 16's funded by Oxfordshire County

Council. They are part of award winning company Thrive Tribe which has been operating in across the South, providing evidence based health interventions for thousands of individuals.

**Achieve Oxfordshire** currently offers 3 services, all of which are free for people with a BMI of 30 or above (27.5 with co-morbidities, 27.5 for people of Asian origin or BMI 23 for Asians with co-morbidities):

1. A 12-week voucher scheme offering free vouchers for either **Slimming World** and **Weight Watchers**;
2. **Man v Fat** – a 14 week men-only weight loss group supported by the FA combining weight loss with playing football in a specialist league. This scheme has been hugely successful in other areas and achieved 95% of weight loss for the participants.

3. **Lose weight with Achieve - 6 months advanced programme:**

Our in-house programme combining dietetic information, practical advice on eating behaviours and 30 minutes of physical activity in each session. The programme will be run in conjunction with local gym providers and be available in all main Oxfordshire locations. First groups are starting in October.

Patients can self-refer on the website or be referred via their GP. A secondary care downloadable referral form will also soon be available to access online, along with practical advice for patients on how to lose weight and find local activity groups.

website: [www.achieveoxfordshire.org.uk](http://www.achieveoxfordshire.org.uk) phone: 01865-338119 Email: [hello@achieveoxfordshire.org.uk](mailto:hello@achieveoxfordshire.org.uk)

It is essential that we continue to strengthen our relationships with hospital and community services. If you know of a service that would benefit from linking with us, or you would like to update **Here for Health**

about your service please contact us at:

[hereforhealth@ouh.nhs.uk](mailto:hereforhealth@ouh.nhs.uk) or telephone 01865 221429.

*Emma, Kate and Kate appreciate your continued support .*





# NEWSLETTER

## New Head of Equality and Diversity

In June we welcomed Kevin Coutinho as the new Head of the Equality and Diversity Unit. Kevin started his career in the voluntary sector at the Windsor Fellowship, a national race equality charity. He has worked in the higher education sector since 2008, specialising in equality and diversity policy and practice at the University of Cambridge and at Birkbeck, University of London. He is also Vice-Chair of the Higher Education Race Action Group, which seeks to promote and deliver race equality within the sector.

He says 'I've been impressed and inspired by the passion and diversity that exists at the University. I'm excited to build on this to make sure that we're a place where talent can flourish and where the value that each person brings is recognised and celebrated. We clearly still have the opportunity to diversify more, making sure that we draw talent from the widest possible pool. In the short period I've been here, I've been bowled over by the commitment that people show to their jobs – people at all levels are passionate about their work, and it's an inspirational place to be. I'm looking forward to



delivering our next steps to become a beacon of best practice in equality, diversity and inclusion.'

Kevin is wearing one of our new Oxford University branded rainbow lanyards.

Please contact Caroline Kennedy in the EDU if you would like one so you can express your support for LGBT+ staff and students:  
[caroline.kennedy@admin.ox.ac.uk](mailto:caroline.kennedy@admin.ox.ac.uk)

## Equality data: staff disability

In the January 2017 staff data snapshot, just over 500 members of staff were recorded as having a disability, or 4% of the total. It is likely that the true figure is higher: 9% of respondents to Oxford's 2016 Staff Survey described themselves as disabled (or not sure) and in the last UK Census, 13% of people of working age reported that their day-to-day activities were limited by disability or ill-health.

This gap in the record does not prevent staff from accessing support and reasonable adjustments in the workplace, so why does it matter? We need accurate data so we can:

- Assess the extent of staff need and resources required
- Raise awareness across the University community
- Help create a more inclusive and flexible working culture
- Encourage disabled staff to seek support
- Report accurate data to help shape national policy.

HR is currently developing 'Employee Self Service' to give staff access to their confidential personnel record and pay slips. Look out for a big

### STAFF DISABILITY: 31 JANUARY 2017



publicity campaign in 2018 and help us provide all staff with better support by updating your equality data before the next staff snapshot on 31 July.

See the 2017 Equality Report for more information on disability at Oxford: [www.admin.ox.ac.uk/eop/policy/data/report](http://www.admin.ox.ac.uk/eop/policy/data/report)

## Mental health

Mental ill-health is a global problem. In the UK the NHS recently reported that nearly a third of fit notes issued by GPs were for psychiatric problems.

Our university research actively contributes to solutions that improve people's lives. The new NIHR Oxford Health Biomedical Research Centre, launched in April 2017, is a partnership between the Oxford Health NHS Foundation Trust and the University of Oxford. It aims to turn scientific breakthroughs into new treatments for patients with mental ill-health and dementia: <https://oxfordhealthbrc.nihr.ac.uk>

As an organisation, we want to develop a culture that supports the mental health of all who work and study here. People still find it more difficult to talk about mental health than physical health, but we need to talk openly about mental health so we can make the University a supportive working environment for everyone.

### What can you do?

- Find out how to maintain mental wellbeing: <http://tinyurl.com/yajr7srp>
- Start conversations about mental health: [www.time-to-change.org.uk](http://www.time-to-change.org.uk)
- Ask for help if you have mental ill-health. Options for staff include your line manager or the Staff Disability Advisor: [caroline.moughton@admin.ox.ac.uk](mailto:caroline.moughton@admin.ox.ac.uk), or Occupational Health. Options for students include peer supporters, tutors, the college nurse and the Disability Advisory Service.

## Disability Narratives launch

The Disability Narratives research project investigated experiences at work of colleagues living with a disability or long-term health condition. The aim was to identify and share good practice on support. The project, a collaboration between the Department for Primary Health Care Sciences and the Equality and Diversity Unit, was funded by the VC's Diversity Fund and the Van Houten Fund. We are very grateful to all those who so generously shared their stories.

The Disability Narratives project adopted the same approach as an earlier project – Women in Science – and a new web portal now hosts both sites: [www.diversityprojects.ox.ac.uk](http://www.diversityprojects.ox.ac.uk)

## LGBT+ Role Models and Allies

The University has two new growing networks; the LGBT+ Role Models and the LGBT+ Allies. Both networks have been supported with tailored training and advice. For information on all our LGBT+ Role Models and the support they received please visit: <http://tinyurl.com/LGBT-role-models>. There will be another Role Model training session in Hilary term.

Taking inspiration from the Stonewall Allies programme, and to add to our cohort of LGBT+ Allies, the Oxford Learning Institute has developed an LGBT+ Allies workshop. The workshop aims to give non-LGBT individuals an opportunity to explore what it means to be an ally, time to ask questions and practical advice on how they can be an effective ally.

We asked Kirsty Allen, an LGBT+ Ally, to tell us what she took away from the Stonewall Allies training.

'I am Head of Research Evaluation and Impact and REF Programme Manager in Research Services. I wanted to become a Stonewall Ally in order to understand more about some of the challenges faced by the LGBT+ community in the workplace, and how I might be able to help colleagues to feel supported. At the excellent workshop Stonewall ran, the most striking lesson for me was when we were asked to have a conversation with someone else where gender and marital status could not be referred to: I found it revealing how hard I had to concentrate not to give this information, and I felt that it restricted my ability to build a rapport with my partner in the exercise. I also learned some surprising and sometimes upsetting statistics about how people in the LGBT+ community can feel unsafe or unsupported even in environments committed to equality and diversity. Since attending the workshop I have changed my approach to expressing my support for equality and diversity, sometimes through simple measures such as adding a line in my email signature or having a rainbow flag postcard by my desk; but also by ensuring that when I recruit or welcome someone to the team, I explain that this is an inclusive workplace and they can feel free to be themselves.'



### LGBT+ ALLIES WORKSHOP

Date: 6 December 2017

Time: 9.30am – 1.30pm

To book email: [equality@admin.ox.ac.uk](mailto:equality@admin.ox.ac.uk)

## The Diversity Fund

**Deadline for bids:  
30 October 2017**

As part of its commitment to equality and diversity, Oxford University is proud to announce the relaunch of its Diversity Fund. We have secured £70,000 annual funding to support around 4 or 5 projects each year that promote equality and diversity in a sustainable way. Projects must benefit more than one department and be aimed at delivering lasting culture change across the collegiate University.

Previously, the Fund has supported a range of projects, including Diversifying Portraiture and high profile lectures on Race in the Curriculum. The new Fund is focused on long term culture change, and welcomes applications from small projects with the ability to be scaled up or replicated in other areas of the University or the sector more widely.

It's open to all staff at the University: researchers, academics and support staff, and the application process is simple. You can find out more on the Diversity Fund webpage: [www.admin.ox.ac.uk/eop/Inpractice/df](http://www.admin.ox.ac.uk/eop/Inpractice/df).

Photo by Peter Herdby on Unsplash

## BLACK HISTORY MONTH

Every October, Black History Month is celebrated across the United Kingdom. Throughout the month the history, contributions and achievements of Black and Minority Ethnic communities are highlighted and commemorated. It provides an opportunity to reflect on, learn more about and celebrate our shared history and heritage. For several years the University, together with our Black and Minority Ethnic Staff Network, has hosted an annual lecture to mark Black History Month. This year's lecture will be delivered by Dr Nirmal Puwar, Reader in Sociology at Goldsmith's College, University of London and author of 'Space Invaders: Race Gender and Bodies out of Place'.

**Racism in the body of the Academy: statues and classrooms**

Date: Tuesday, 24 October 2017

Time: 5.30–7pm

Venue: Pichette Auditorium, Pembroke College, Pembroke Square, OX1 1DW

This a free event but booking is essential: [tinyurl.com/bhm17ox](http://tinyurl.com/bhm17ox)



## The Full Picture

There are many extraordinary paintings of alumni and distinguished staff on the walls of university departments and colleges, but on closer inspection they may not give an accurate reflection of the diversity of the University community. The Diversifying Portraiture project was launched to redress this. We received over a hundred nominations and the chosen portraits will

soon be unveiled to the public. The project exhibition – **The Full Picture: New Oxford Portraits** – will open in the Blackwater Hall, Weston Library, on **29 November 2017**.

The portraits are of more than 20 living Oxonians drawn from different genders, ethnicities, disabilities, socio-economic backgrounds and LGBTQ+ communities.



## Race Equality Charter Surveys

**Deadline: 20 October 2017**

The ECU Race Equality Charter recognises universities' progress towards removing institutional and cultural barriers standing in the way of minority ethnic staff and students. As part of Oxford's application, we are currently carrying out further consultation, using tailored questionnaires provided by the ECU. The results of the surveys will help us set priorities and identify actions for our race equality strategy.

Staff Survey: <http://tinyurl.com/ybzs76nz>

Student Survey: look out for an email with your personal invitation to complete the survey

More information on the Race Equality Charter: [www.ecu.ac.uk/equality-charters/race-equality-charter](http://www.ecu.ac.uk/equality-charters/race-equality-charter)

Any questions? Contact [machilu.zimba@admin.ox.ac.uk](mailto:machilu.zimba@admin.ox.ac.uk)

## ANTI-BULLYING WEEK

13–17 November

For information on all the events, talks and information fairs taking place across the University for Anti-Bullying Week please visit: [www.admin.ox.ac.uk/eop/harassmentsdivica](http://www.admin.ox.ac.uk/eop/harassmentsdivica)



[www.admin.ox.ac.uk/eop](http://www.admin.ox.ac.uk/eop)

Design by the University of Oxford Design Studio.



Thank you all so much making such an effort and wearing it pink today. Everybody looked lovely. The winning prize for the best dressed person goes to Hardeep Panch



with OCDEM outpatients coming second.



I will let you know how much money we raised next week

Karyna Gibbons