SCHOOL OF INFORMATICS

Equality and Diversity Committee

15th March 2017

Proposed Equality and Diversity calendar

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Background
The Equality and Diversity community and Women in STEM community recognise and celebrate a number of dates each year, providing an opportunity to raise awareness through relevant events and/or web news stories, blog posts and social media.

So far individuals in the School have recognised and supported such days reactively or on an ad hoc basis.

Identifying key dates and working proactively to organise, facilitate and/or publicise activities around them would provide structure and pace for an annual E&D activities programme which would raise, maintain and foster awareness. Formalising the programme and collecting data about attendance and virtual interest would also allow the School to evidence as well as demonstrate awareness.

Action requested from the committee
1. To consider a series of key dates around which events and other awareness raising activities could be focussed, such as:

   - February = LGBT History Month
   - 8 March = International Women's Day
   - 24-28 April = 'Bring Your Daughters To Work' Day
   - October = Black History Month
   - 11 Oct = Ada Lovelace day
   - 20 Nov Trans Day of Remembrance
   - 3 December = International Day of Persons with Disabilities
   - 9 December = Grace Hopper's birthday

2. To identify a small working group of Committee members willing to discuss and propose a programme of activities around preferred dates, including resources required, and to report back proposals to next committee meeting. Working group to recommend whether an online diary like Portsmouth's @ £385 per year, would be useful: http://www.port.ac.uk/departments/services/equalityanddiversity/diversitycalendar/

Equality and diversity implications – Y
Raise and maintain awareness of different equality and diversity issues, and generate data for reporting purposes eg. for Athena SWAN.

Resource implications (staff, space, budget) – Y/N

To be assessed by working group as they consider their proposals.