

# Public Sector Equality Duty – Annual Report 2024

The Public Sector Duty Objective set by New College in March 2020 focussed on:

- Completing a full EDI audit of New College’s membership
  - Completing the tasks listed in New College’s 2018 Accessibility Audit
  - Completing our entry in the Oxford Access Guide
  - Completing a digital accessibility project
  - Creating a publication showcasing the achievements of New College’s BAME members
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In 2023 New College completed construction of the Gradel Quadrangles which include five accessible bedrooms, an accessible laundry room, a recital hall and a study centre.

The College established a Library refurbishment working group to begin plans for making the college’s library more accessible, including to wheelchair users.

In February 2023 New College held its annual Diversity Dinner celebrating the achievements of current and former students that identify as Black, Asian and Minority Ethnic. New College Old Member Ms Lisa Wang (2006 Philosophy and Modern Languages (FRE)) was the after-dinner speaker. Lisa is a Diversity, Equity & Inclusion Consultant and Public Speaker with a particular focus on the UK’s East and South-East Asian (ESEA) communities, which includes but is not limited to people of Chinese, Korean, Japanese, Vietnamese, Singaporean and Malaysian descent. She now leads on race equality policy at City Hall within the Greater London Authority.

New College continued to sponsor ‘Thinking Black’s’ creative writing programme for Year 10 Black British state-school students, and ran an essay competition themed around disability for schools involved in our outreach programme.

The college also published *Testimony*, a publication showcasing the achievements of New College’s BAME members.

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In 2022 New College held its BAME Dinner, celebrating the achievements of current and former students that identify as Black, Asian and Minority Ethnic. New College Old Member Ms Roopa Farooki (1992 PPE) was the after-dinner speaker. It was also agreed that in future the event would be titled the Diversity Dinner: Celebrating Faith and Ethnic Minorities.

New College’s Step-Up Outreach Programme expanded to work with 37 state schools and sixth form colleges across England and Wales.

New College also sponsored the “Thinking Black” creative writing prize for year 10 school students and hosted the prize-giving ceremony at the end of the programme.

The college also recorded several episodes of the 72 weeks podcast, some of which focused on being part of the LGBT+ and GTRSB communities.

Progress pride flag lanyards were made available to the entire New College community.

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Between January 2021 and January 2022 the College Academic Office continued to gather data for the long term exercise which compares admissions data to Final Honour School performance.

The MCR promoted their EDI Officer from a non-executive to an executive position.

New College completed our entry in the Oxford Access Guide.

New College appointed a new Outreach Officer, thereby expanding the team to allow for more outreach work. The College also appointed the first Outreach Fellow.

The Outreach Officer delivered a presentation at a GTRSB event hosted by the University of Buckinghamshire.

New College co-sponsored "Thinking Black's Creative Writing Prize" for Black British school students in year 10.

Construction began on four fully accessible student bedrooms at the Gradel Quadrangle site. The new quad will also include an accessible learning space.

The MCR hosted a workshop on gender and pronouns, and installed gender neutral bathrooms in the Common Room.

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New College was the first college – earlier this year – to conduct and receive a systematic Diversity Audit. As a result of this a series of measures have been implemented, in particular relating to the diversification of staff in academic posts. The College's policy is to ensure that, as much as is possible within the law, it seeks to recruit in order to diversify.

All Staff (including academic staff) were asked to complete on-line training in Equality, Diversity and Inclusion. A classroom-based version was delivered to staff who do not use IT.

Between January 2020 and January 2021 the College Academic Office continued to gather data for the long term exercise which compares admissions data to Final Honour School performance.

In order to get a better idea of the current perception of E&D within the MCR<sup>1</sup> community, a survey was circulated within the MCR via email.

The Equality & Diversity officer of the MCR undertook a coordinated communication campaign about anti-racist resources, allyship initiatives, and various on-going events and activities related to generating greater inclusivity within the university and college community.

The MCR formed an E&D Working Group, which was open to all members of the MCR community. The group meets twice per term and serves as a safe space for discussion of concerns, the proposal of new ideas for activities or events, and for collecting feedback on the on-going equality initiatives happening within the College.

EDI workshops were delivered to the JCR<sup>2</sup> and MCR as part of induction week for new students.

Working with a certified BSL teacher in London, the MCR Committee completed an introductory workshop in British Sign Language, open to all MCR members.

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<sup>1</sup> Middle Common Room, the community of postgraduate students at New College.

<sup>2</sup> Junior Common Room, the community of undergraduate students at New College.

The MCR delivered an active bystander training workshop.

The College flew the rainbow flag for the duration of LGBTQ+ History month and also flew the Trans\* Pride Flag on Transgender Day of Remembrance.

The College ran an LGBTQ+ themed essay competition for current undergraduates and schools participating in the Step Up outreach programme. Winners and runners-up were selected from both undergraduate and school participants.

The College has been active in the creation of the Black Academic Futures Scholarships. The College is seeking to fund its own BAF Scholars, and has also agreed to take on a BAME DPhil Scholar in Law.

Work began on *Testimony*, a publication showcasing the achievements of New College's BAME members.

The College's Governing Body agreed to create a new category of Visiting Research Fellow, where the objective would be to bring in diverse academics, so that the College might benefit from their academic and research expertise. Positive action would also be used to recruit some of these.

For the first time, the College officially celebrated Black History Month, the inaugural event being a JCR sponsored lecture on Toussaint Louverture in the context of the new biography, 'Black Spartacus'.

The College hosted the President and Vice-President of the Oxford Afro-Caribbean Society at High Table with the Warden and JCR Representatives.

The College held its third BAME Dinner, celebrating the achievements of current and former students that identify as Black, Asian and Minority Ethnic. New College Old Member Dr Grace Ofori-Attah (2005 Medicine) was the after-dinner speaker.

As a practical step to encourage resources to which Tutors can direct their students in order to increase inclusivity in reading and critical thinking, the Library is creating a diverse bookstop. This has a particular focus on Race and Colonialism.

The JCR passed a motion agreeing contributions to the Student Union's new Refugee Scholarship.

New College continued its celebrations of the 40th Anniversary of Women Students at New College with two events. The first, a special lecture in Chapel from Baroness Hale, followed by dinner, and then a month later a networking day including a lecture by Otegha Uwagba, and grand party.

Two women undergraduates reading STEM subjects ran an Instagram takeover to reflect the experiences of Women in STEM.

The New College Development Office held a virtual Giving Day in October 2020 encouraging alumni, current students and staff to give to Student Support and Access and Outreach. The two-day fundraising appeal raised £149,544.

The Step Up outreach programme operated at full capacity, with 30 schools enrolled and an increase in the number of pupils taking part.

New College formed a consortia with Jesus College and St Catherine's College, to enhance the provision of outreach for schools in all parts of Wales. A new website section is being created to reflect the experience of Welsh students, staff, and alumni.

The Head of Outreach is compiling a comprehensive summary of admissions data for the last ten years. The report will look at school type, domicile, ethnicity, POLAR, ACORN, and gender statistics.

*March 2024*