



# Equality and Diversity

## SUMMER TERM 2013

### STATEMENT FROM THE DIRECTOR AND THE SCHOOL SECRETARY

"We are committed to promoting a culture across the School which values, celebrates and promotes the diversity of our staff, students and the wider LSE community. For LSE to prosper, all people need to be treated equitably. As part of Adult Learners' Week this term, the School is offering access to a range of interactive ways to learn. We would like to encourage you to take part in this and the other thought-provoking programmes and activities set out in this flyer."

**Professor Craig Calhoun** and **Susan Scholefield**

age

race

disability

sex (gender)

religion and belief

sexual orientation

gender reassignment

pregnancy and maternity

marriage and civil partnership

Among the many events on offer for staff this term are a working lunch discussion on compliant marking, workshops on developing resilience, and advice for new mums and dads on balancing work and childcare. There's also a special School-wide Learning at Work Day in May. Full details inside ...

# News and events

## Adult Learners' Week 2013

Adult Learners' Week is a national celebration of the benefits of lifelong learning and takes place from 18 to 24 May this year. It is the perfect opportunity to explore the many types of learning available to adults from all walks of life. The LSE-wide Learning and Development Group will be running a variety of activities for staff during the course of the week and a calendar of these events will be published nearer the time.

A special **Learning at Work Day** takes place during Adult Learners' Week, on Thursday 23 May. A collaborative lunchtime event run by the members of the Learning and Development Group on that day will showcase activities and resources under the theme 'many ways to learn'. Please look out for further advertising of this event.

In the mean time you can find out more about national initiatives at [www.alw.org.uk/](http://www.alw.org.uk/) and about Learning at Work Day at [www.campaign-for-learning.org.uk/cfl/workplacelearning/lawday/index.asp](http://www.campaign-for-learning.org.uk/cfl/workplacelearning/lawday/index.asp)

## Widening Participation

The Widening Participation team is at the vanguard of LSE's efforts to encourage and equip students from under-represented backgrounds to aspire to, apply for, and ultimately succeed in higher education. The School believes that the most able students should be encouraged to access institutions like LSE regardless of class, economic background, gender, ethnicity or disability.

Among the many activities being run by the team this term are:

**Moving On** – a three-hour interactive programme at LSE for Year 6 pupils from London state schools where 35% or more of students have free school meals

**Advising the Advisers** – a conference for heads of sixth forms and HE advisers from state schools and local education authorities about how best to support students through the university admissions process

**Annual Politics Conference** – an event for Year 12 students with no parental history of higher education studying at state schools or colleges in London

Find out more about Widening Participation at [lse.ac.uk/study/undergraduate/informationForTeachersAndSchools/wideningParticipation/home.aspx](http://lse.ac.uk/study/undergraduate/informationForTeachersAndSchools/wideningParticipation/home.aspx)

## Public events

Many of LSE's public events have relevance for those interested in equality and diversity. Of particular interest this term are:

**The Philosophy of Mental Illness**, with speakers Dr Matthew Broome, Dr Bonnie Evans and Professor Tim Thornton  
Tuesday 7 May, 6.30-8pm, Hong Kong Theatre, Clement House

**Superdiversity and the Unequal City**, with Professor Claire Alexander and Dr Rob Berkeley  
Wednesday 19 June, 6.30-8pm, Sheikh Zayed Theatre, New Academic Building

More information, details of all forthcoming events, and podcasts of many recent events at [lse.ac.uk/events](http://lse.ac.uk/events)

## Staff Survey 2012

Want to know how the School performed in terms of equality and diversity in the recent Staff Survey? The School level results of the survey have now been published and an action planning process is underway. Read the results, and find out who your Staff Survey Contact is, at [lse.ac.uk/HRstaffsurvey](http://lse.ac.uk/HRstaffsurvey) (password required).

## Diversity Calendar 2013

Don't forget you can download a copy of the School's Diversity Calendar from [lse.ac.uk/equalityAndDiversity](http://lse.ac.uk/equalityAndDiversity)

All the events below can be booked at [lse.ac.uk/training](https://lse.ac.uk/training) ... Enter keywords from the event title in the search box.

### Well-being workshops for staff

One hour workshops from LSE's Staff Counselling Service

|  |                 |     |
|--|-----------------|-----|
| <b>Developing emotional resilience</b>   | Tuesday 14 May  | 1pm |
| Focuses on understanding emotional resilience and learning how to develop better coping and management strategies. |                 |     |
| <b>Mindfulness and stress management</b>   | Tuesday 18 June | 1pm |
| Looks at how mindfulness can be used as a way of managing stress and the pressures of everyday life and work.      |                 |     |
| <b>Developing emotional resilience</b>   | Tuesday 2 July  | 1pm |
| See above  |                 |     |

### Equality and diversity development events for staff

Ninety minute "working lunch" events co-ordinated by LSE's Disability and Well-being Service, with guest speakers from across the School

|   |                 |         |
|---|-----------------|---------|
| <b>Belonging: the role of E&amp;D networks at LSE</b>   | Monday 29 April | 12:30pm |
| Led by LSE's Equality and Diversity team, this session will provide an opportunity for equality and diversity related staff and student networks to share information, discuss the support needed from the School and explore ways of working together. |                 |         |
| <b>Equality and diversity in residential life</b>   | Monday 20 May   | 12:30pm |
| Rachael Elliott, LSE's Head of Residential Life, outlines how LSE's Residences are addressing matters relating to equality and diversity to ensure positive, community-building experiences for all School students and staff.                          |                 |         |
| <b>(Un)reasonable adjustments in marking</b>  | Monday 24 June  | 12:30pm |
| LSE's Neurodiversity Manager Linda Kelland outlines "best practice" approaches to marking to ensure compliance with statutory legislation and LSE policies.   |                 |         |
| <b>Listening to students who have the label of Asperger syndrome</b>  | Monday 22 July  | 12:30pm |
| Nicola Martin, Head of LSE's Disability and Well-being Service and Visiting Fellow at Cambridge, will use her work with the Cambridge-based Asperger Syndrome Project to advise on dealing with and supporting students.                                |                 |         |

### Learning and development events for staff

Workshops from HR's core learning and development programme that focus on the behavioural skills of promoting and practising diversity in the workplace

|  |                   |              |
|--|-------------------|--------------|
| <b>Equality and diversity for non-managers</b>   | Tuesday 21 May    | 9.45am-1pm   |
| Aims to raise awareness of diversity, dignity and respect in the workplace and the roles and responsibilities of individuals in supporting the organisation's diversity policy and practices.  |                   |              |
| <b>Balancing work and being the carer of an adult</b>  | Thursday 13 June  | 3.30-5pm     |
| Practical tools and insights for staff and partners of staff who are carers of an ill, elderly or disabled family member or friend.  |                   |              |
| <b>Balancing work and being dad</b>  | Wednesday 19 June | 12:30-2.00pm |
| Introduced by Professor Stuart Corbridge, this workshop is for new and expectant fathers to explore finding a balance between being a dad and having a career.                                 |                   |              |
| <b>Equality and diversity for managers</b>   | Thursday 20 June  | 9.45am-1pm   |
| Aims to raise awareness of diversity, dignity and respect in the workplace and the role and responsibilities of managers in supporting the organisation's policies, practices and core values. |                   |              |
| <b>Balancing work and being mum</b>  | Thursday 4 July   | 12:30-2pm    |
| Suitable for all staff and partners of staff at LSE who are new and expectant mothers, to explore how to find the balance between working and being a mother.                                  |                   |              |

# Networks

## Disability Equality Research Network (DERN)

DERN is an informal network that provides disabled and disability researchers with an opportunity to share work with critical friends and receive constructive feedback. It has a lively JISC Mail list and holds three half-day conferences each year, at LSE, Oxford University and SOAS.

Contact: [n.martin@lse.ac.uk](mailto:n.martin@lse.ac.uk)

## Disabled Staff Network

Open to disabled staff members, parents, carers or partners of disabled people, and allies who have an interest in progressing disability equality at LSE.

Contact: [network.disabled.staff@lse.ac.uk](mailto:network.disabled.staff@lse.ac.uk)

## Embrace

The School's black and ethnic minority group, open to staff.

Contact: [embrace@lse.ac.uk](mailto:embrace@lse.ac.uk)

## Gender Equality Forum

A network of women across LSE committed to addressing gender inequality in pay, access and culture.

Contact: [h.johnstone@lse.ac.uk](mailto:h.johnstone@lse.ac.uk)

## Mental Health Support Group

Open to all staff who have experienced mental health difficulties, this informal group gives staff an opportunity to get together once a term.

Contact: [health.and.safety@lse.ac.uk](mailto:health.and.safety@lse.ac.uk)

## Network for carers

Many of us will be carers at some stage in our lives because of a crisis or creeping responsibilities. However, those of us with caring responsibilities do not readily identify ourselves as carers because we see ourselves primarily as a parent, spouse, son, daughter, partner, friend or neighbour. As a result, we may find it hard to know how to access information and advice on how to balance a caring role with other responsibilities. The purpose

of the network is to provide support to employees caring for adults. Please contact Gail Keeley ([g.keeley@lse.ac.uk](mailto:g.keeley@lse.ac.uk)) for further information.

## Network for new parents and parents-to-be

A new network for working parents and parents-to-be. The network aims to support employees with the transition to the role of working parent by offering confidential support and good practice from trained mentors who work at the School and who already have experience of managing work and home. You might find it useful to contact a mentor to meet for a cup of coffee or to have a brief word on the phone. More information at [lse.ac.uk/intranet/staff/newParentsNetwork/home.aspx](http://lse.ac.uk/intranet/staff/newParentsNetwork/home.aspx)

## Neurodiversity Interest Group

A regular group for both students and staff with neurodiverse conditions (dyslexia, dyspraxia, AD(H) D, Aspergers and others), to meet other members and exchange successful coping strategies.

Contact: [disability-dyslexia@lse.ac.uk](mailto:disability-dyslexia@lse.ac.uk); see also the Dyslexia and Neurodiversity Service Moodle site (under the Disability and Well-being course category).

## LSE Circles

A peer support network for all disabled students at LSE that meets regularly to share resources, celebrate achievements and solve problems.

Contact: [circles@lse.ac.uk](mailto:circles@lse.ac.uk)

## LSESU Executive Officers

The Students' Union has several officers covering equality and diversity matters and running related events.

See: [lsesu.com/studentvoice/yourreps/executiveofficers](http://lsesu.com/studentvoice/yourreps/executiveofficers)

## Spectrum

A network for lesbian, gay, bisexual and transgender (LGBT) staff at LSE, to promote their interests and run events and meetings.

Contact: [spectrum@lse.ac.uk](mailto:spectrum@lse.ac.uk); see also [lse.ac.uk/intranet/staff/equalityAndDiversity/spectrum/home.aspx](http://lse.ac.uk/intranet/staff/equalityAndDiversity/spectrum/home.aspx)

# Contacts

LSE Disability and Well-being Service: 020 7955 7767, [lse.ac.uk/disability](http://lse.ac.uk/disability)

LSE Equality and Diversity: 020 7955 6171, [lse.ac.uk/equalityAndDiversity](http://lse.ac.uk/equalityAndDiversity)

LSE Health and Safety: 020 7852 3677, [lse.ac.uk/intranet/LSEServices/healthAndSafety/Home.aspx](http://lse.ac.uk/intranet/LSEServices/healthAndSafety/Home.aspx)

LSE Staff Counselling Service: 020 7955 6953, [lse.ac.uk/intranet/staff/staffCounselling/Home.aspx](http://lse.ac.uk/intranet/staff/staffCounselling/Home.aspx)

LSE Student Counselling Service: 020 7852 3627, [lse.ac.uk/counselling](http://lse.ac.uk/counselling)

LSESU Advice and Support Service: 020 7955 7158, [lsesu.com/support](http://lsesu.com/support)

This publication is available in other formats on request – please contact [Equality.and.Diversity@lse.ac.uk](mailto:Equality.and.Diversity@lse.ac.uk)

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