



UPCOMING EVENTS OCT–DEC 2018

CHANGING MINDSET

16 October | 12.00 – 12.45pm | Eastwood Room, 16 Mill Lane

Based on the book *Learn to Love Stress* by Sara Hansen, this session will allow you to identify your mindset and use it to overcome stress, make personal changes, and improve your life at work and home.



LET'S TALK ABOUT RACE

17 October | 12.30 – 1.30pm | McCrum Lecture Theatre, Bene't Street

During this event we will share what we know about the racial composition of the University and what staff and students have told us about their experiences. We will present the institutional action plan to improve racial equality at Cambridge and will seek your feedback. The Vice-Chancellor will also reflect on the University's aspirations and the way forward towards a more inclusive University.



ANNUAL RACE EQUALITY LECTURE RACE AND MERIT: DISMANTLING MYTHS

22 October | 5.30 – 7.00pm | Palmerston Room, St John's College

As a world-leading university, we often take for granted that we recruit and promote on the basis of "merit". But what do we mean by "merit"? Does our definition of merit contribute to sustaining racial inequalities? The keynote speaker **Baroness Valerie Amos**, Director of SOAS University of London will explore these topics looking at how our perceptions of merit influence and impact our understanding of discrimination and prejudice.



LGBT+ WELCOME!

31 October | 6.00 – 8.30pm | McGrath Centre, St Catharine's College

The University is committed to being an open, diverse and inclusive place to work and study – but what is life really like for its LGBT+ staff? Join us as we hear from staff about the realities of being LGBT+ at Cambridge.



CONVERSATIONS ON CAREER PROGRESSION AND RACE

7 November | 12.00 – 12.45pm | Eastwood Room, 16 Mill Lane

Our speakers **Kusam Leal**, Deputy School Secretary in the School of Physical Sciences, and **Ricardo Rocha**, early career conservation scientist, will talk about their career experience in academia and beyond, the challenges faced and strategies of dealing with them. It will be an opportunity to discuss ideas and suggestions that might help others in the same situation.



TRANS AWARENESS

21 November | 12.30 – 1.30pm | Seminar Room B, 17 Mill Lane

This session will set the wider context for Trans identities, provide greater understanding of the experience of Trans people and explore uses of language and key terms such as cisgender, non-binary and transgender, all in a safe supportive environment.



INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

27 November | 12.30 – 1.30pm | Runcie Room, Faculty of Divinity, Sidgwick Site

Join **Rachel Krysz**, Co-Director, End Violence Against Women to discuss current issues around sexual harassment and the challenges that wider cultural attitudes bring to issues of tackling abuse against women and girls.

**BREAK / NG
THE SILENCE**
CAMBRIDGE SPEAKS OUT AGAINST
SEXUAL MISCONDUCT



UNIVERSITY STAFF CAROL SERVICE

11 December | 3.30pm | Great St Mary's Church

The annual Carol Service for University staff led by the **Lucy Cavendish Singers**. All staff are welcome.



Great St Mary's
THE UNIVERSITY CHURCH CAMBRIDGE

Have You Done Your E&D Online Training?

To access the modules, please visit www.equality.admin.cam.ac.uk/training

UNDERSTANDING UNCONSCIOUS BIAS

This module introduces implicit bias and the impact it can have. It will give you the opportunity to think about situations where your own unconscious bias might affect your decisions or judgements.

E&D ESSENTIALS

Improve your knowledge of E&D at the University. This short, interactive module is an essential requirement for many University roles.



The
**Equality
Pledge**

"We believe in the dignity of all people and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution that diversity brings to our community. Our aspiration is for Cambridge and the wider region to be safe, welcoming and inclusive."