

# UPCOMING EVENTS OCT-DEC 2019

For information and bookings  
[www.equality.admin.cam.ac.uk/events](http://www.equality.admin.cam.ac.uk/events)



## ANNUAL RACE EQUALITY LECTURE

### DAVID LAMMY MP IN CONVERSATION WITH GILLIAN JOSEPH

14 October | 5.30-6.30pm | Palmerston Room, St John's College

To mark Black History Month, we are delighted to welcome **David Lammy MP** in conversation with **Gillian Joseph**, *Sky News*, about his personal journey and how race and racism have shaped his life. The conversation will touch on a variety of topics including manifestations of racism in organisations today, addressing the barriers to career opportunities faced by BAME staff, the lack of BAME role models in senior positions, and how to increase BAME representation in leading professions.



## SPACE NETWORK EVENT: LISTENING TO PARENTS AND CARERS

The University's SPACE network (supporting staff who are parents and carers), is holding three open meetings. Come and meet new and current members, share experiences and map out future SPACE activities..

See [E&D webpages](#) for further details



## INSTITUTIONAL CHANGE: UPDATE ON THE UNIVERSITY'S WORK ON RACE AND RACISM

### 5 November | 12-1pm | Lecture Room A, Student Services Centre

Come along to this event to find out about the approach and practical steps the University is taking to address racialised inequalities and the key priority areas to address. Learn about the University's Race Equality Action Plan, and the impact of implemented initiatives.



## ATHENA SWAN SUPPORT SESSION

### 7 November | 11-12.30pm | David Williams Building, Sidgwick Site

Supporting departments working towards Athena SWAN awards, this in-depth session will help with the different aspects of applying including data collection, analysis and action planning. E&D team members will help troubleshoot common problems and will share examples of best practice across the University.



## ATHENA SWAN SMART ACTION PLANNING

### 12 November | 11-12.30pm | David Williams Building, Sidgwick Site

This session will help departments develop appropriate actions for the issues identified from the self-assessment process, and to make action plans SMART and effective tools for achieving gender equity.



## RACE AWARENESS TRAINING

**18 November | 10am-12noon | Alison Richard Building, Sidgwick Site**

This will be an interactive workshop for those who would like to increase their understanding of race and racism. The aim of the session is not only to enhance participants' confidence in speaking about race but also to provide them with tools to reflect on their role in the circulation of racism, and to build their capacity to challenge racism.



## LGBT+ WELCOME

**November (date tbc).**

**See E&D webpages for further details**



## FINANCIAL MOMENTS

During the 'National Talk Money Week' (12- 18 November) the University's Women's Staff Network is holding three events to present a simple toolkit and conversation guide about the financial moments that matter in women's lives. We will also seek feedback on WSN activities, events, topics etc



## CONVERSATIONS ON CAREER PROGRESSION AND RACE

**5 December | 12-12.45pm | Seminar Room B, 17 Mill Lane**

Our speakers will talk about their career experience in academia and beyond, the challenges faced and strategies for dealing with them. It will be an opportunity to discuss ideas that might help others in the similar situations, and talk about ways of addressing institutional obstacles.



## MENOPAUSE CAFÉS

**10 December | 11am-12noon | Judge Business School**

**11 December | 11am-12noon | Alison Richard Building Café**

**12 December | 11am-12noon | Clinical School Café**

Menopause Cafés exist to increase awareness of the impact of the menopause on those experiencing it, their friends, colleagues and families. Anybody interested in sharing stories, experiences and questions about menopause is welcome!



## UNDERSTANDING IMPLICIT BIAS

**12 December | 10am-12pm | Greenwich House**

Implicit biases impact on the decisions we make and how we interact with colleagues and students, but what can we do to mitigate them? Building on the Implicit Bias online module, we will look at what practical steps can be taken to address implicit biases in the workplace.



## Have You Done Your E&D Online Training?



### **UNDERSTANDING IMPLICIT BIAS**

An introduction to implicit bias and the impact it can have. It will help you identify situations where your own biases 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.

**To access the modules, please visit [www.equality.admin.cam.ac.uk/training](http://www.equality.admin.cam.ac.uk/training)**

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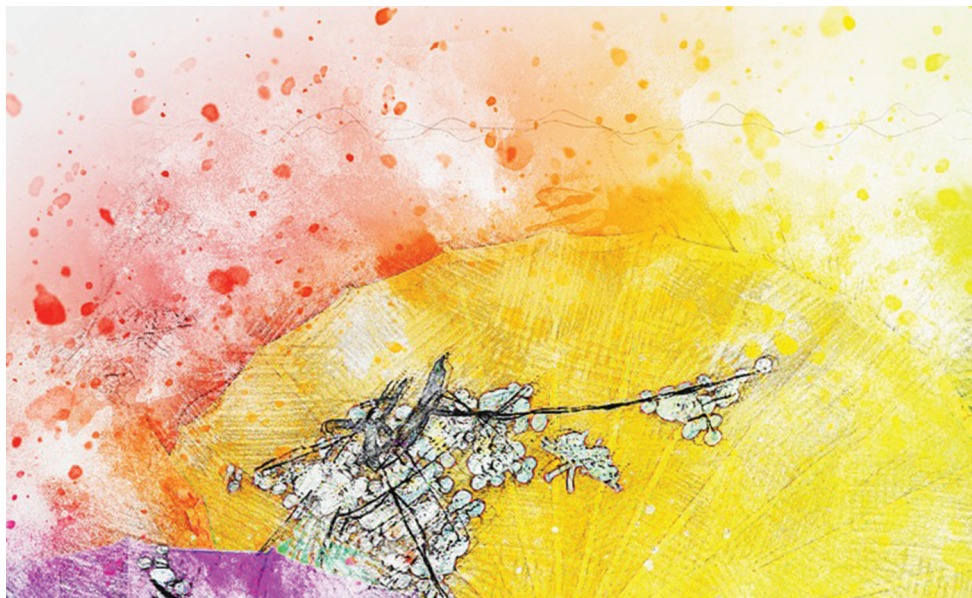
WellCAM supports the University's goal to improve the health, safety and wellbeing of its staff and to prevent work associated ill health. This encompasses the physical, mental and social health of employees and recognises that employees' values and personal development within the University contribute to their overall wellbeing at work.

**[www.wellbeing.admin.cam.ac.uk](http://www.wellbeing.admin.cam.ac.uk)**

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### **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."*



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