A nighttime photograph of Aberystwyth University. The main building is illuminated with warm yellow lights, and its reflection is visible in the calm water of the sea. In the background, a hillside is lit up with green lights, and a lighthouse is visible on the peak. The sky is a deep blue, and the overall scene is peaceful and scenic.

Cydraddoldeb ac Amrywioldeb yn Brifysgol
*Aberystwyth/ Equality and Diversity at
Aberystwyth University*

Ground Rules

- Chatham House Rules**
- Please be respectful of each other's opinions**
- Stop me at any time to ask questions**

Equality and Diversity at Aber

What do we do?

- **Staff Networks** – LGBT, BAME, Disability and Wellbeing
- **Accreditation** – Stonewall WEI, Athena Swan, Race Equality Charter
- **Training** – Mandatory Equality and Diversity training, face to face sessions
- **Reports** – Strategic Equality Plan, Annual Equality Report, Equal Pay Review, Gender Pay gap reporting
- **Events** – LGBT History Month, Black History Month, Mental Health Awareness Week, International Women’s Day, All Our Trans Tomorrows
- **Policies** – equality impact assessments, DARAW, Transgender Equality Policy Statement

Equality and Diversity at Aber

Aberystwyth University achievements

- Over last 3 years climbed over 121 places in the Stonewall Workplace Equality Index
<https://www.aber.ac.uk/en/news/archive/2018/01/title-210522-en.html>
- Held All Our Trans Tomorrows Conference with leading Transgender activists Munroe Bergdorf and Shon Faye
<https://www.aber.ac.uk/en/news/archive/2018/10/title-217184-en.html>
- Made the longlist for the Pink News public sector award and the UHR shortlist for Equality and Diversity initiative
<https://www.aber.ac.uk/en/news/archive/2018/05/title-212949-en.html>
- Athena Swan Bronze award holders, Disability confident Employer Status

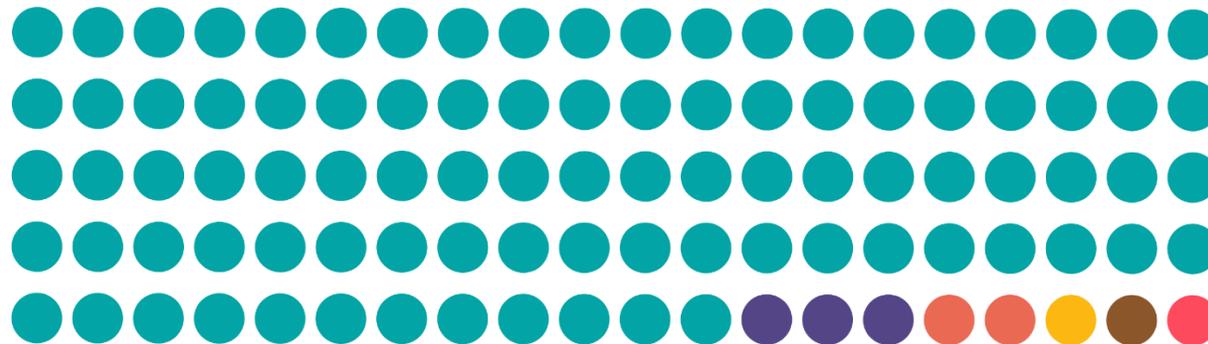
Equality Act 2010 Characteristics

1. Age
2. Disability
3. Marriage & Civil Partnership
4. Pregnancy & Maternity / Paternity
5. Race
6. Religion and Belief
7. Sex (legal ID)
8. Sexual Orientation
9. Gender Identity (encompassing transitioning)
10. Welsh Language (In Wales)

<https://www.youtube.com/watch?v=eoQfVLAB6Xw>

(0 – 2.28)

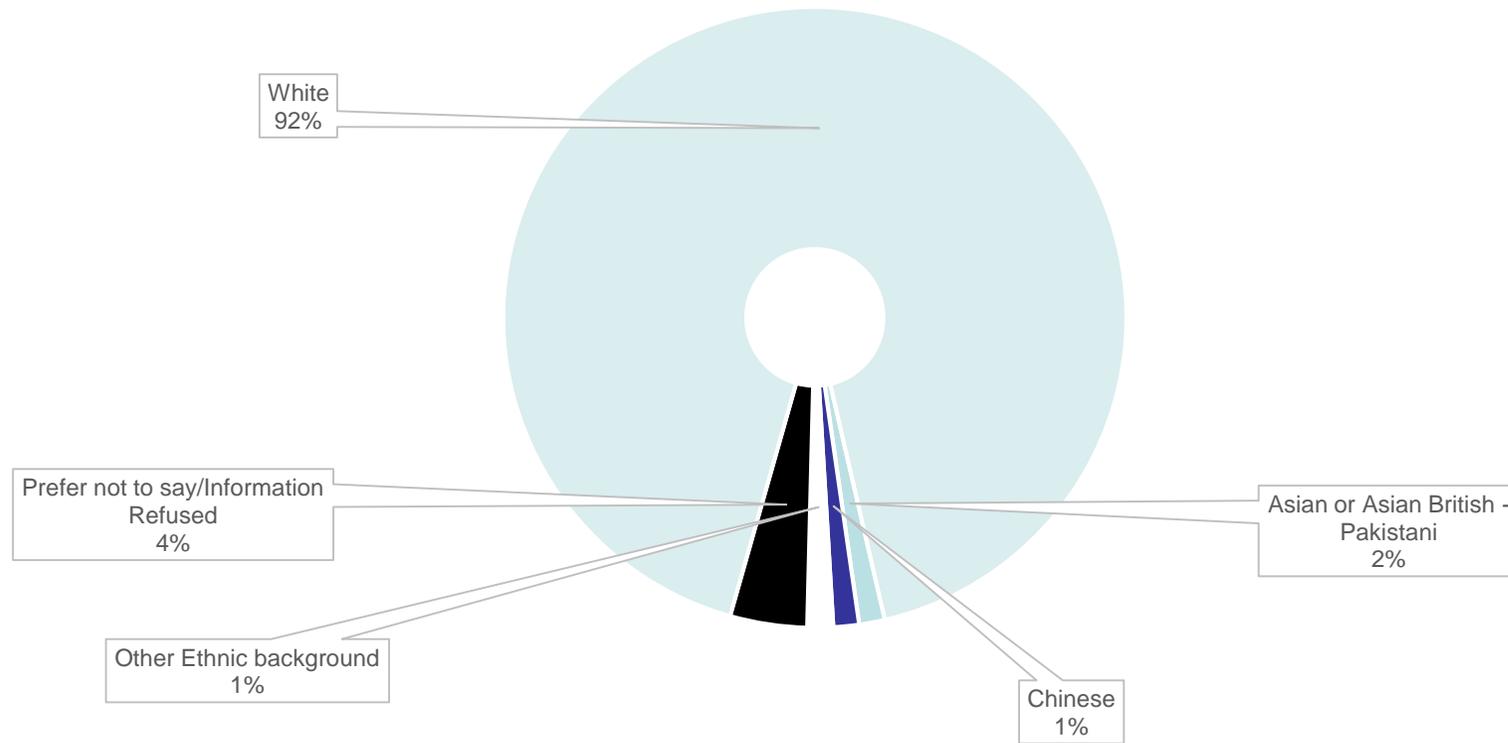
UK PROFESSORS BY ETHNIC GROUP



White 91.6% **Asian** 3.3% **Chinese** 2.0% **Other** 1.3% **Mixed** 1.1% **Black** 0.6%

6: UK professors by ethnic group, 2016-17

AU Professors By Ethnic Group

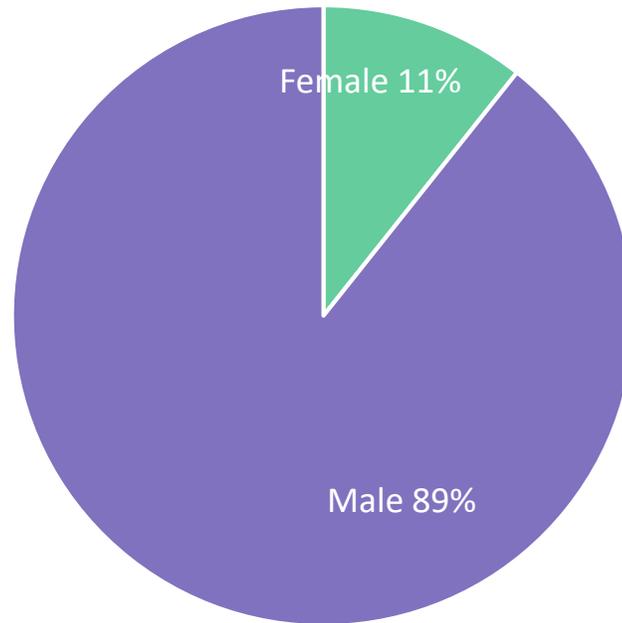


UK PROFESSORS BY GENDER



8: UK professors by gender, 2016-17

AU Professors By Gender



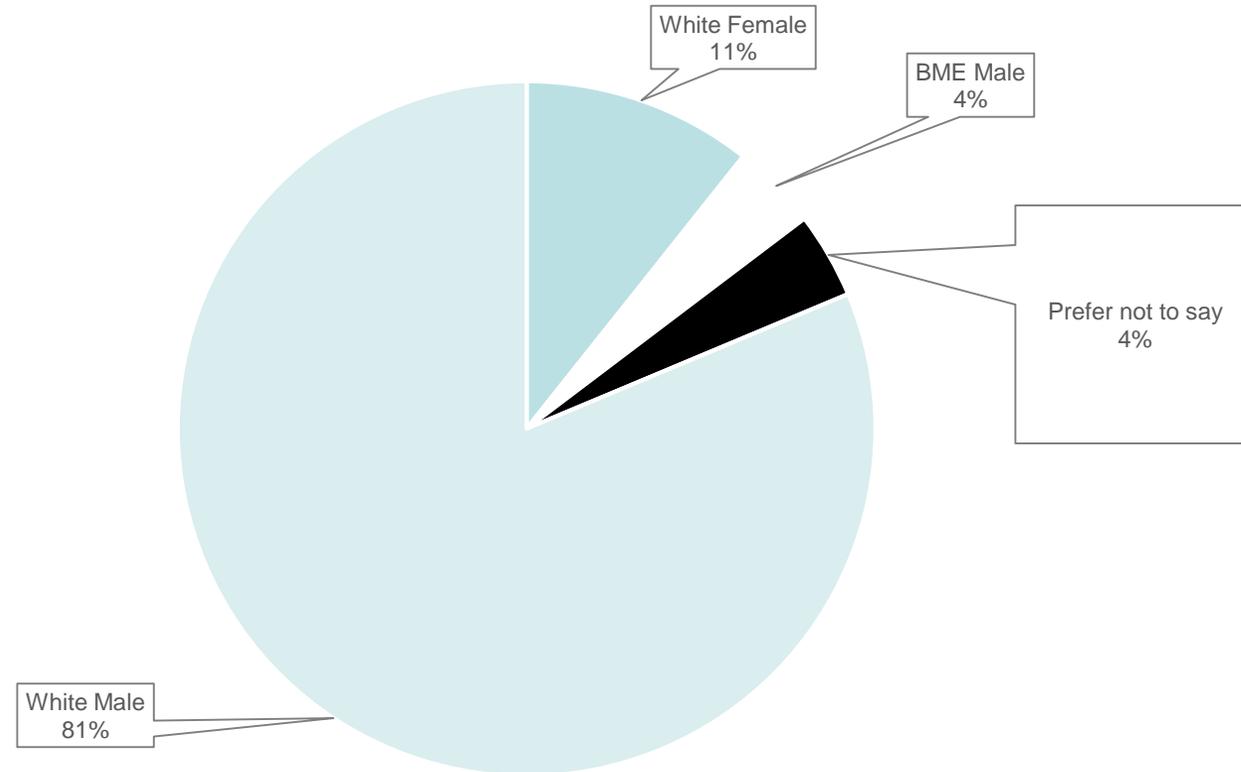
UK PROFESSORS BY GENDER AND BME/WHITE IDENTITY

- White male - 68.5%
- White female - 23.1%
- BME male - 6.5%
- BME female - 1.9%

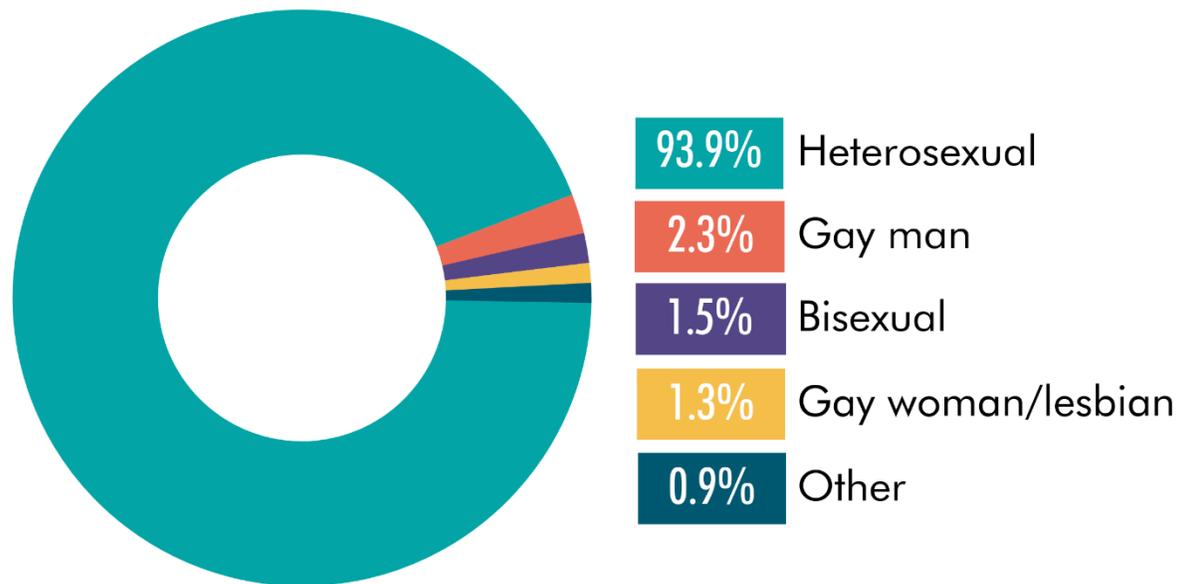


11: UK professors by gender and BME/white identity, 2016-17

AU Professors by Gender and BME/White Identity

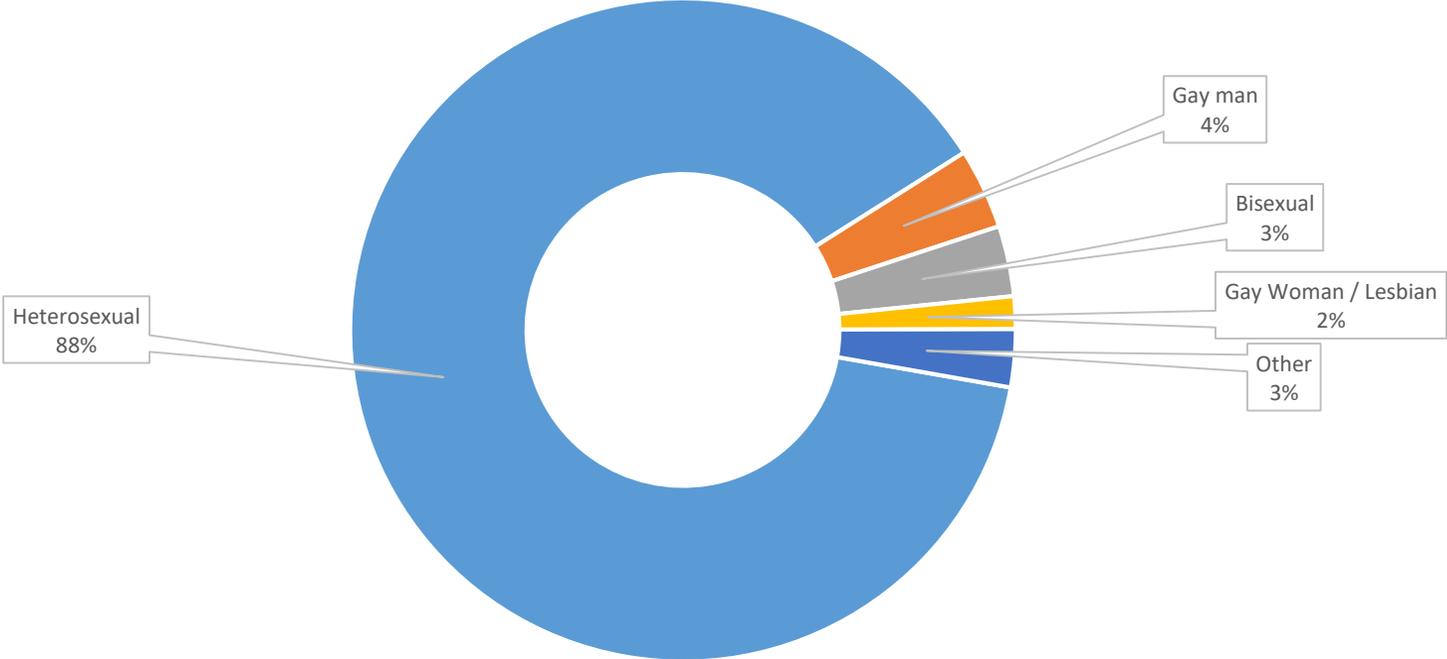


UK HIGHER EDUCATION STAFF WHO DISCLOSED THEIR **SEXUAL ORIENTATION**

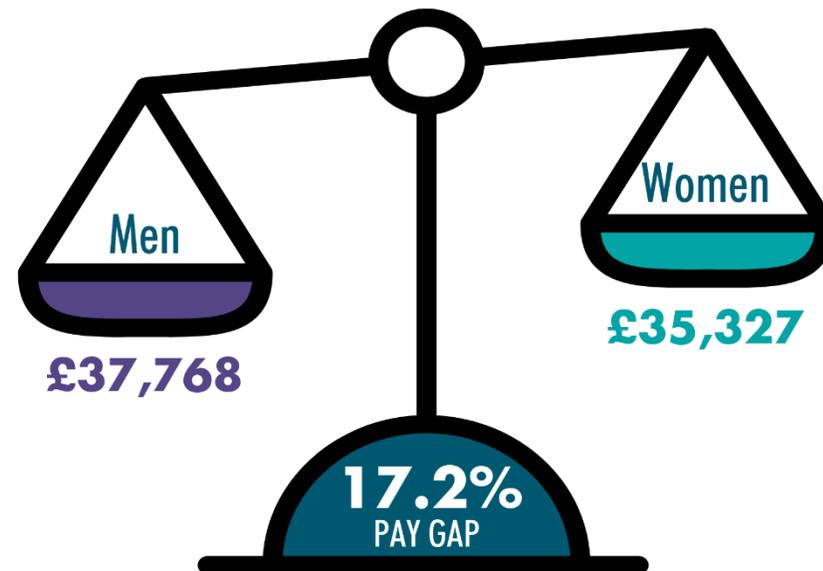


15: Staff who disclosed sexual orientation (excludes 60.4% of all staff for whom information was refused or blank), 2016-17

AU Staff Who Disclosed Their Sexual Orientation



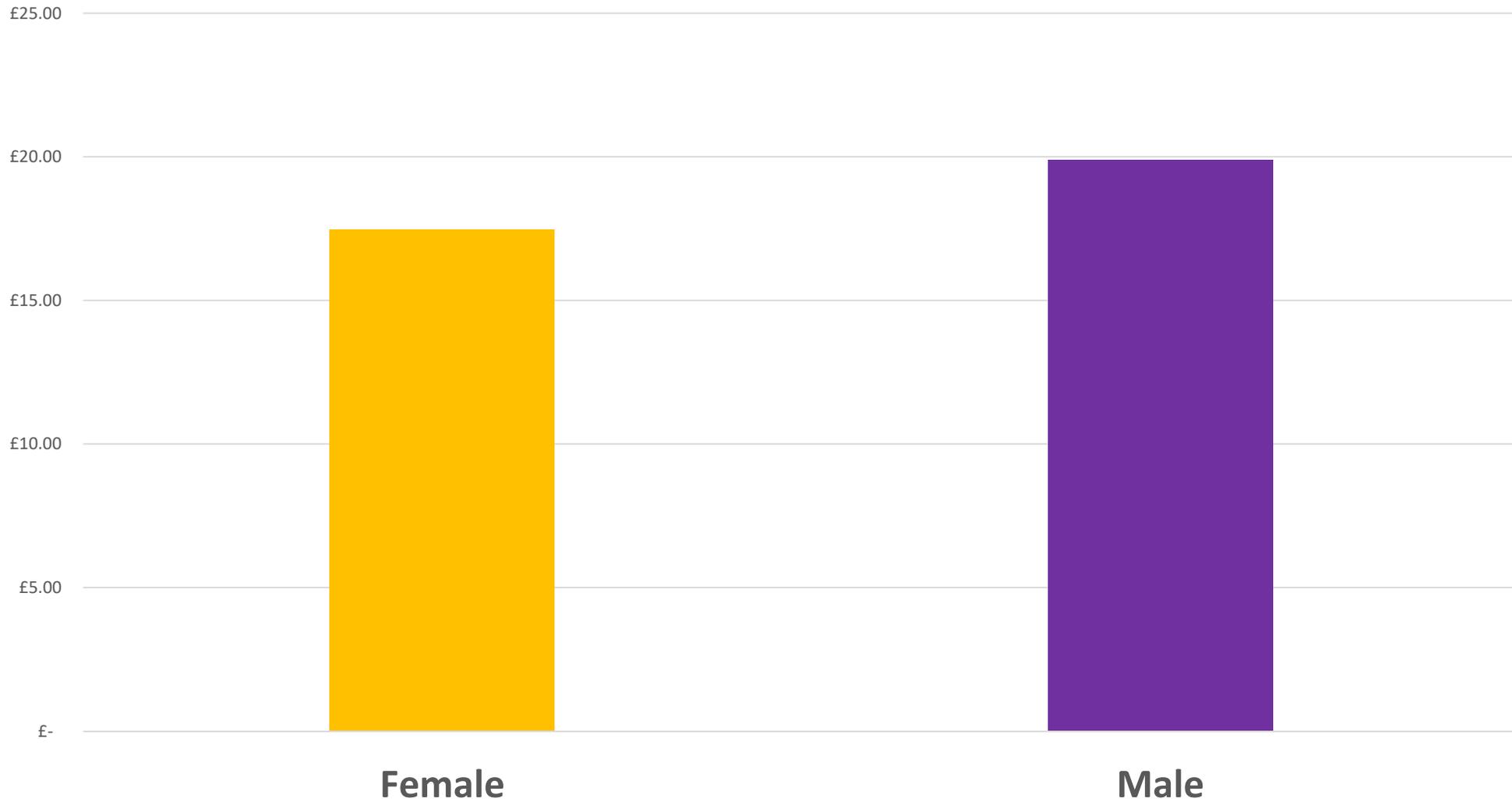
MEAN GENDER PAY GAP



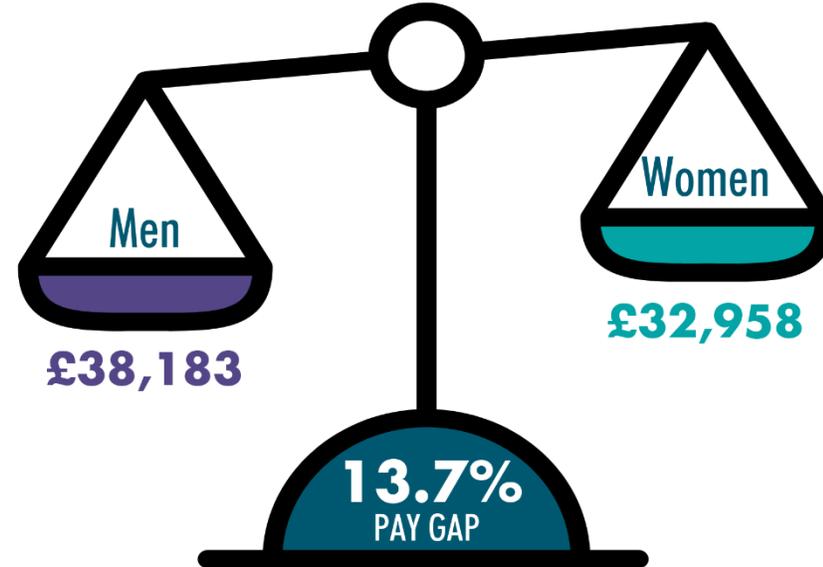
24: Mean pay gap by gender for all university staff, 2016-17

Mean Gender Pay Gap

12.3%



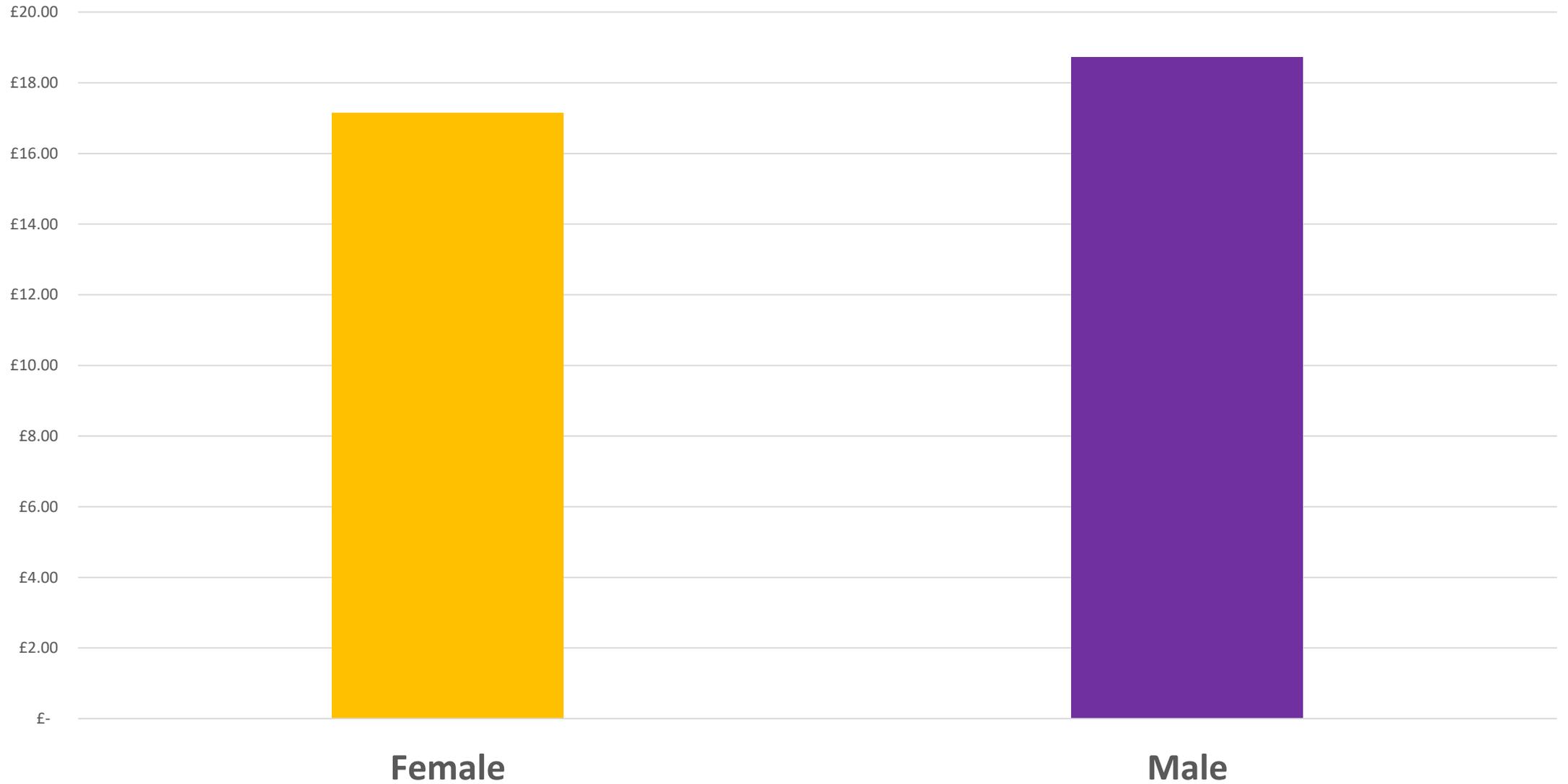
MEDIAN GENDER PAY GAP



25: Median pay gap by gender for all university staff, 2016-17

Median Gender Pay Gap

8.4%



Group work

1. Problems people may encounter based on that characteristic
2. Problems that may be caused by the institution or colleagues
3. How to help with these issues
 - Groups are to be re-arranged after each characteristic, people are to consider what is written on the sheet before them and if there is anything they would add or disagree with before proceeding on to the next characteristic

Q and A

Any Questions?

What you can do?

- Become an Equality Champion
- Call out bad practice, become an “Ally”
- Support events
- Have a read of Equality policies
- Follow us on twitter @AberEandD
- Check out our webpages <https://www.aber.ac.uk/en/equality/>

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Diolch!

Thank you!