

Please feel free to forward this newsletter to colleagues who might be keen to receive University EDI news. They can complete this short [EDI Mailing List sign up form](#) if they would like to receive our EDI newsletters directly.

## NU EDI Newsletter - October 2021



**Hello!**

Dear Colleagues,

Welcome to our equality, diversity and inclusion (EDI) newsletter. In it you will find updates on a range of EDI activity that is going on across the university, including positive news about enhanced provisions in our suite of family-friendly policies and highlights from our events around Black History Month. But first, we start with a focus around 'allyship' - a term you may have already come across - and think more deeply about this one term. We explore what it means to be an ally, how we can become better allies, and in practical terms, learn how making pronouns visible can be an important part of allyship.

We hope you will find this revised format of our newsletter both interesting and informative. If you have any suggestions on things you might like including as future content, email us [\[edi-team@newcastle.ac.uk\]](mailto:edi-team@newcastle.ac.uk) and let us know your thoughts.

**Paul Britton**, Head of EDI and Colleague Health and Wellbeing

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**A FOCUS ON ALLYSHIP**



## What is allyship?

*“Allyship has to be transformative both in the way in which you look at these issues, how you engage with them and, most critically, it has to be long term. Allyship cannot be something... a gesture... it’s got to be a process.”*

**Dr Gurnam Singh in Kainth et al., 2021**

The terms ‘ally’ and ‘allyship’ have become buzzwords of late but what does it actually mean?

In this [Allyship article](#), Freya Douglas Oloyede (EDI Advisor, Central Services) explores the history of the concept and clarifies what it really means today. She also gives some practical steps we can take to become better allies.

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## Making Pronouns visible is an important part of allyship

20th October is International Pronouns Day which seeks to make respecting, sharing and educating about personal pronouns commonplace. In this [‘Making Pronouns Visible’ article](#), Eleanor Farrington (Equality, Diversity and Inclusion Advisor, SAgE) explains how pronoun references which are embedded in our everyday exchanges are not always accurate, or helpful. She goes on to explore how displaying one’s pronouns

can help build a culture of respect, openness and belonging and make the University a more inclusive place for all.

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## **EDI workshops related to Allyship**

Find out about our [new EDI workshops](#) available to all colleagues. This includes [Be an Active Bystander training](#), [White Privilege training](#) and [Anti-racism and Allyship training](#) and is being rolled out across NU as part of our commitment to becoming a more inclusive, welcoming place to work and study.

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## **Our Dean of EDI introduces more of our colleague networks**

In this, the second of our three-part series showcasing our EDI networks through a series of interviews with their respective network chairs, Professor Judith Rankin, our Dean of EDI [introduces two more of our EDI networks: NU REN \(Race Equality Network\) and the Disability Interest Group \(DIG\)](#)

**Meet the FMS EDI Team**



As our EDI team has seen several new appointments in the last year, we aim to use a section of each newsletter to introduce members, provide a brief overview of their areas of responsibility, why the EDI agenda is personally important to each of them and what they do for fun.

This month we introduce the [Faculty of Medical Sciences \(FMS\) EDI Team](#) which consists of joint EDI Directors, **Dr. Amy Reeve** and **Dr. Damian Parry**, as well as EDI Advisor, **Louise Wright**.

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## EDI News and Activity

## Enhancements to our suite of family-friendly policies

This month, as we mark both Baby Loss Awareness Week and National Adoption Week, we are pleased to announce further improvements to our suite of family-friendly policies which will have a particular impact on colleagues affected by pregnancy loss, those undergoing fertility treatment and those going through the adoption or fostering process.



We will be holding an Information session to support colleagues and line managers in understanding the new provisions on **3 November 2021** at 12noon. Register to attend by filling in this [sign-up form](#). You will then be sent the Zoom link/password separately.

*"I was so glad to read about these important steps. Whether or not we make personal use of the policies, I feel it benefits us all to work in a progressive organisation, which values the importance of family and colleague wellbeing."*

**Katie Lavender, International Exchange Officer & Parent**

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## Black History Month events across Newcastle University

This year, to celebrate Black History Month, we have had the [INSIGHTS lecture](#) by Marcus Ryder as well as the hosting of [Black Britain and Beyond](#). An array of events have also been organized by various [schools across the University](#) and [NUSU](#).

We acknowledge that Black History and race equity is not for just a month, and now have a Black History Month Steering Group, chaired by [Annie Tindley](#), looking at promoting this agenda beyond October.

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## Disability Confident accreditation

We are excited to announce that, as a University, we are working towards Disability Confident accreditation. [Disability Confident](#) is a government scheme that encourages and supports employers to make the most of the talents disabled colleagues bring to the workplace.



## NU Carers Policy



As part of becoming a fully inclusive university, we aim to provide the very best support to all members of our community with caring responsibilities, either as a parent or as an unpaid carer, and enable them to reach their full potential as they work and study with us.

The EDI team are currently working on a Carers' Policy which will detail in practical terms the level and type of support available to colleagues with unpaid caring responsibilities.

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### Find out about workplace adjustments **(repeat)**

If you have a disability, a long term illness or if your personal circumstances have changed, we encourage you to have a chat with us (email: [enable@newcastle.ac.uk](mailto:enable@newcastle.ac.uk)) about workplace adjustments that can potentially be put in place to better support you. In this [workplace adjustments article](#), colleagues share their positive experience of doing so.





## Download the new NU Diversity Calendar

We are pleased and excited to announce the launch of our very own NU Diversity Calendar.

The calendar provides a selection of faith festivals, awareness raising days and as well as equality, diversity & inclusion-related events reflecting the diverse population of our students and colleagues.

[Download your copy here.](#)

## Other Notices



### Invisible Disabilities peer support group

A [peer support group for disabled colleagues with invisible conditions](#) has been launched. The purpose of the online group is to create a positive environment to connect colleagues, share advice and information; and provide a safe space for the discussion of related support, adjustments, and coping strategies.



### Colleague Wellbeing newsletter

We would like to invite colleagues to sign-up to our new [colleague wellbeing mailing list](#). We can then keep you up-to-date with our wellbeing plans for the year ahead and provide further information on: news, events, case studies, competitions, volunteering opportunities and new and existing health and wellbeing support.





### Join a Network

[NU-REN Network](#)  
[Disability Interest Group](#)  
[NU Carers](#) | [NU Parents](#)  
[Rainbow Network](#) | [NU Women](#)



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