**School of Sport & Exercise Science: EDI Update**

**Academic Year 2021-22**

1. Establishing EDI Panel
* School EDI strategic lead appointed (Tori Sprung [TS]) and invited to join SMT.
* TS established an EDI working group, consisting of *n*=23 staff and *n*=3 students recruited via open advertisement. Students include 1xUG, 1x ProfDoc, 1xPGR. Staff are representative across the School in terms of age, gender, grade, contract type, strategic leadership and research/teaching groups.

**ACTION REQUIRED:** Discuss potential of membership from Faculty professional services, as we plan for Silver application in next 24-36months.

* Name change from Athena SWAN SAT to School EDI Panel (Panel status intimating that this is a permanent group) as our remit should not be limited to gender equality issues (whilst Athena SWAN is not limited to gender equality, this is the preconception of many).
* EDI Panel to meet bi-monthly; all meetings entered into the School calendar of core meetings.
* Tom O’Brien (TOB) and Niki Hopkins (NH) appointed to co-chairs of EDI working group.
* School EDI Panel “Team” established and populated on MS Teams. Work flow will be processed using Teams (rather than SharePoint/email/zoom) as a site to coordinate calls, chat and file sharing. Administrative duties are rotated between members and attendance/engagement monitored for reporting.
* Working groups (*n*=6) devised and working group leads self-appointed by respective groups. These will meet a minimum of once in between EDI Panel meetings.
* NH appointed as *School Women’s officer*; primary role being to provide support and sign posting for women staff & students, as appropriate.
* NH has completed Domestic Violence training and is now a *University DV Champion.*
1. Core School Activity
* EDI Panel feature a regular slot, *EDItorial*, in the RISES newsletter to communicate ongoing activity. Plans to evolve the RISES newsletter into an externally facing publication could foster external promotion of this work.
* Annual staff and student surveys were extended for one week. Inaugural annual staff and student surveys released on November 2020, completed December 2020 and infographics/data report circulated 2021. Completions were recorded as follows;

UG *n*=79

PGT *n*=29

PGR *n*=22

Staff *n*=50

All job advertisements are processed through a gender decoding software to ensure neutral language and a diversity statement is included; “*The School of Sport and Exercise Sciences has been successful in its application for the AdvanceHE Athena SWAN Equality Charter Award (Bronze). This award is testament to all of the hard work that the School has undertaken to advance equality, progression and success for all staff and students. The charter award not only recognises the School’s commitment to equality but also ensures our continued investment in the implementation of enhanced practices and systems to drive the equality of opportunity for all.*

*The School of Sport & Exercise Science is proud of its commitment to equity, diversity & inclusion and endeavours to cultivate a staff base that is representative of society. We therefore encourage applications from all individuals who meet the advert criteria, but would particularly encourage individuals from underrepresented groups to apply; this includes, but is not exclusive to, women, non-binary, individuals from Black, Asian and ethnically diverse backgrounds, member so the LGBTQi+ community, and individuals with a disability. We also welcome flexible working enquiries.*

*Please let us know if you require reasonable adjustments during the recruitment process.”*

* TS & relevant working group leads (TS, Sigrid Olthof [SO] & David Low [DL]) liaising with Michelle Kayll (Recruitment Policy) and Amanda Mannion (Maternity Policy) regarding the incorporation of SPS Athena SWAN actions into updated policies.
* All core meetings (that appear in the school calendar) are encouraged to be scheduled between 10-3pm (where permitting) to promote work life balance and condense meetings to core hours. Other meetings (teaching, research etc) are encouraged to follow suit, with exceptions where required. Endorsed by SMT.

* A *work life balance vs work life integration workshop* is due to take place early July. This month’s Staff Forum has been condensed, with eUpdates from strategic leads, to facilitate attendance and engagement.
* SPS Parent & Carer network established, a School wide guidance document circulated and MS Team established. Inaugural network meeting planned for 28/6.

**ACTION REQUIRED:** Working group assembled to discuss Institutional implementation, led by TS. Inaugural meeting April 2021; members are collating feedback from various contacts (eg. Zoe Knowles- Women’s Academic Network; John Trantom- professional services; Tori Sprung- SPS staff & PGRs).

* Development of a School Shared Values document is underway. This is a major action from AthenaSWAN. Working Group F began staff consultation activity in May 2021, and are liaising with Phil Vickerman in relation to Institutional values document.
1. Data generation
* TS & NH liaising with Greg Thompson and HR colleagues regarding data gathering for departmental Athena SWAN applications. SPS to act as a pilot for HR to develop more streamline processes. Thus far, student data has been standardised and is now available to all Schools on [Webhub](https://aphub.ljmu.ac.uk/Staff/WH2/Reporting/StandardReports/index.asp?mytab=div).
* Faculty of Science to perform a pilot data gathering exercise regarding representation on committees including all School and Faculty level committees, panels and working groups; plus note any examples of good practice. This will be coordinated by TS with support from Nicola Koyama (BES) and Komang Ralebitso (PBS).

**ACTION REQUIRED:** Retrieve data from Moni Akinsanya.

* SPS to act as a pilot in tracking EDI activity using Impact Tracker with Lucy Day. Lucy has intimated Impact Tracker may want to work with us on developing a module for tracking this type of activity.

**ACTION REQUIRED:** EDI working group to identify members willing to work on this project (ongoing).

* TS requested workload allocation from DR for EDI working group members. TS is a HE reviewer for Athena SWAN departmental and institutional applications; this is deemed best practice and by the very virtue of what EDI work stands for, this can’t be viewed as academic citizenship by an institution who proposes to take EDI seriously.

*Rejected at Faculty Level. TS to discuss further with Phil Vickerman, as Institutional Athena SWAN chair.*

1. EDI in RISES
* Amy Whitehead is developing an outline for a session “EDI issues in research supervision”, with support from TS & NH.

**ACTION REQUIRED:** This will pilot in PaD, CV & PAEx. TS to feedback to BB and discuss potential of this session being adopted by RISES as an annual session conducted in research groups and supported by research group leads.

* RISES representation excel sheet developed and circulated to all staff in order to monitor representation across research groups.
* Race & Cultural Diversity workshop delivered on 26th May 2021 to conclude this years RISES Seminar Series.
* TS & Ian Sadler (IS) secured 3x 80h internships for curriculum audit. The following courses will be audited and supported by academic staff, with oversight from TS & IS;
* Sport & Exercise Science (Lee Graves [LG])
* ASP/Sport Psychology (David Tod [DT])
* Sport coaching (MB & Cath Walker [CW])

The outcomes of this work will feed directly into revalidation activity. Primary aspiration is to incorporate an EDI Learning outcome for all programmes within the School.

* Following an internal audit, we identified that between 2016-2021 males accounted for 71% of all speakers presenting in the RISES Seminar Series and there has been no meaningful change in the gender balance of speakers annually. We also identified that we did not monitor other protected characteristics, and thus cannot report on broader representation. The following actions have been developed;
* Speaker diversity data will be reported by the Head of Research annually at the RISES Board and SMT for discussion and suggestions from attendees.
* A statement encouraging Research Group Leads to invite speakers from diverse backgrounds will be included in the annual call for speakers.
* Request that all future speakers fill in a short diversity monitoring form, to ensure we are providing colleagues and PGRs with a diverse range of role models.
1. EDI in the curriculum
* Personal tutor groups have been amended to ensure at least two women are together; this action was developed after feelings of isolation were identified in focus groups.
* TS conducted a data gathering exercise noting how race equality is considered in our programme content/curricula. This activity further highlighted the importance of EDI LOs and consideration will be placed of this during revalidation activities. Information circulated to Race Equality Charter working group.
* NH developing a canvas page for EDI on the SPS programme site; which can then be copied to other programmes. This is primarily a signposting vehicle in the first instance, with an EDI quiz (similar to Faculty Health & Safety quiz). This is planned for launch in September 2021.
* NH developed a session on gender bias to be incorporated in personal tutoring booklet. Sport Psychology and Sports Development programme staff piloted this taught session for L6 students and circulated feedback, which was further discussed at EDI Panel and will prove useful in evolving content for 2021-22 wider rollout.
* All of our course pages advertising taught programmes (Foundation, UG and PGT) will soon be updated with the following text listed under ‘Student Support’;

*“The School is fully committed to promoting a learning environment that supports a culture of equality, diversity and inclusivity (EDI) and has a Disability Support Coordinator, an EDI Coordinator and a School EDI Working Group. Personal Tutors also play a vital role in promoting awareness of support services for students.”*

* Discussions ongoing between TS, Dominic Doran (DD) and Phil Denton (PD) regarding EDI standards/expectations of any potential International partners.

**ACTION REQUIRED:** This has been escalated to ELT.

1. EDI external engagement and outreach
* In response to the murder of George Floyd and Black Lives Matter movement, TS coordinated a Q&A in collaboration with LJMU, The University of Liverpool, Equality in Science & Liverpool School of Tropical Medicine open to all academic and professional services staff and PGRs from across all the institutions.
* Following the session with Angela Saini, Jan Burrell (SPS librarian) approval to purchase all recommended books from the Angela Saini Race Equality session.

[Biased](https://www.amazon.com/Biased-Uncovering-Hidden-Prejudice-Shapes-ebook/dp/B07DH89ZDY) by Jennifer Eberhardt

[How to Argue With A Racist](https://www.amazon.com/How-Argue-Racist-Genes-Difference-ebook/dp/B08222KZJV/ref%3Dsr_1_1?crid=IOWYNCU91Q7E&dchild=1&keywords=how+to+argue+with+a+racist&qid=1593168502&s=digital-text&sprefix=how+to+argue+%2Cdigital-text%2C219&sr=1-1) by Adam Rutherford

[Medical Apartheid](https://www.amazon.com/s?k=medical+apartheid+harriet+washington&i=digital-text&crid=1DJO5FCBBHTC2&sprefix=medical+apa%2Cdigital-text%2C224&ref=nb_sb_ss_ts-o-p_3_11) by Harriet Washington

[Medicalizing Blackness](https://www.amazon.co.uk/Medicalizing-Blackness-Difference-Atlantic-1780-1840/dp/1469632861) by Rana Hogarth

[How Our Schools Fail Black Children](https://www.amazon.co.uk/TELL-LIKE-Schools-Black-Children/dp/190519224X) by Arif Ali

[Superior](https://www.amazon.co.uk/Superior-Return-Science-Angela-Saini/dp/0008341001/ref%3Dsr_1_1?crid=EACY37JX39CO&dchild=1&keywords=superior&qid=1593168970&s=books&sprefix=susperior%2Cstripbooks%2C141&sr=1-1) by Angel Saini

[Inferior](https://www.amazon.co.uk/Inferior-Science-Women-Research-Rewriting/dp/000817203X/ref%3Dsr_1_1?dchild=1&keywords=inferior&qid=1593168914&s=books&sr=1-1) by Angela Saini

[Why I’m No Longer Talking To White People About Race](https://www.amazon.co.uk/Longer-Talking-White-People-About/dp/1408870584/ref%3Dpd_sbs_14_2/260-2875371-0017801?_encoding=UTF8&pd_rd_i=1408870584&pd_rd_r=33da4b0c-54a3-4367-aa0b-5640c2fa320e&pd_rd_w=DGWWz&pd_rd_wg=sRijy&pf_rd_p=2773aa8e-42c5-4dbe-bda8-5cdf226aa078&pf_rd_r=KD9K23R5F74PS85ZDK6R&psc=1&refRID=KD9K23R5F74PS85ZDK6R) by Reni Eddo-Lodge

[The Inner Level](https://www.amazon.co.uk/Inner-Level-Societies-Everyones-Wellbeing/dp/1846147417/ref%3Dsr_1_1?dchild=1&keywords=the+inner+level&qid=1593169261&s=books&sr=1-1) by Richard Wilkinson & Kate Pickett

[The Spirit Level](https://www.amazon.co.uk/Spirit-Level-Equality-Better-Everyone/dp/0241954290/ref%3Dpd_bxgy_img_2/260-2875371-0017801?_encoding=UTF8&pd_rd_i=0241954290&pd_rd_r=9d992e7a-c859-4054-9493-10eae8293740&pd_rd_w=nYwe7&pd_rd_wg=AjPax&pf_rd_p=8fda86c3-ed56-4a08-b241-1bb18e3aa3f8&pf_rd_r=Z4DP8XAJRHTZNZ6ADP9E&psc=1&refRID=Z4DP8XAJRHTZNZ6ADP9E) by Richard Wilkinson & Kate Pickett

* TS is now an account owner on @LJMUSpoSci Twitter account; this gives the opportunity to sustain momentum of external engagement. This account has >7.2k followers.
* Milly Blundell (MB) released an article in [celebration of past disabled SPS students](https://www.ljmu.ac.uk/about-us/news/blog/2020/12/2/international-day-of-persons-with-a-disability) on 3rd December (International Day of persons with disabilities).
* International Women’s Day celebration- full event log detailed at the end of this document.
* All of SPS website and promotional materials underwent a thorough audit of imagery and language which resulted in considered and deliberate rebranding with a focus on diverse representation and neutral language (using decoding tools; as described for recruitment advertisements).
* In addition to the point above, an “EDI tile” has been added to the School site with information about Athena SWAN. Further content is being developed by TS, with support from the wider team.
* [Football Exchange Women’s Network](https://www.ljmu.ac.uk/about-us/faculties/faculty-of-science/school-of-sport-and-exercise-sciences/external-engagement/the-football-exchange-womens-network/network-members) formed by Fran Champ (FC) and launched in June 2021. The principle aim of the network is to bring together women working across the World in the football industry, by offering opportunities for peer support, general networking, guest speaker/lectures and research/industry based collaboration. This Network seeks to break down barriers in novel ways; for example, although a Women’s Network expressions of interest for ‘male champins’ have been sought from members. Deadline Friday 25th June.
* The Football Exchange Women’s Network have also launched an 1823 podcast entitled *The Mental Edge,* showcasing our women staff involved in Football.
* Tabo Huntey (TH) and MB are developing a Disability in Spport & Physical Activity Network (DiSPA). Sharing similar aims to other networks (eg. Women in Football) and the EDI community, DisSPA will seek to influence policy, research and practice within the University and, importantly, with external stakeholders. The group have reached out to BASES, our accrediting body, to lead on.

Expressions of interest for membership have been circulated, deadline 30th June. It is anticipated members of disability network could fall into the following categories:

* + Network leadership team - responsible for the strategic direction of the network and to oversee the governance, administration and delivery of outputs.
	+ Network allies:
* Current students and alumni with a disability of SES and the University.
* LJMU allies: staff and alumni working in or have a remit for disability sport and PA and desire to be actively involved in the network.
* External allies: external connections working in disability sport and PA or involved in developing disability related policies - locally, regionally, national and internationally – who desire to be actively involved in the network.
	+ - Associates: Internal and external contacts who are supportive of the network but are not able to be actively involved.
* Royal Society Partnership Grant being developed with Holly Lodge School and SPS. Primary aim to encourage girls’ engagement in science and PE. Project team includes TS, LG, MB, ZK, FC, Cara Shearer, Lynne Boddy and Lawrence Foweather.
* Student representatives in EDI working group planning fundraising activity to stock EDI texts in the library.
* TS working on a position statement outlining EDI best practice in Sport & Exercise Science. This will be submitted via BASES (National governing body).

*We have been clearly advised about the more political position that a stand takes over a statement in so far as we would be asking organisations to sign up to commit to implementing the recommendations in a stand. Once the stand is published each organisation would then be held accountable against the stand. Personally, I like this move towards accountability (one which we are already self-implementing at LJMU Sports Science). It has been suggested that if we go down “the stand route” then it would be good to draft a statement that is counter signed by our respective organisations and the statement appears at the start of the document.*

*Appendix 1*

International Women's Day is a global day celebrating the achievements of women and marks a call to action for accelerating gender parity. Given that gender parity will not be attained for almost a **century** and the C-19 pandemic has set this back a further 10 years, now more than ever we need to be proactive in our push for equality.

This year’s IWD campaign is a call to action for **everyone** (women\*, allies and advocates) to pledge to #ChooseToChallenge whenever and wherever we see bias or inequality. (\*Inclusive of trans women and non-binary people comfortable in a female centred community). More information on this year’s theme here: <https://www.internationalwomensday.com/theme>

***A challenged world is an alert world.***

***We are all responsible for our own thoughts and actions - all day, every day. We can choose to challenge and call out bias and inequality. We can choose to seek out and celebrate women's achievements.***

***Collectively, we can all help create an inclusive world.***

***From challenge comes change, so let's all choose to challenge.***

To celebrate IWD as a School, we have put together a full programme of events which we would like to invite you to participate in. We would love all our students to get involved and support these events wherever possible, and to publically commit yourself to #ChooseToChallenge by taking part in the IWD social media campaign (event details below).

**Women cannot do this work alone, we need your support!**

1. **Women in Football: Dare to Dream (current students)**

**When:** 8th March, 2021 (Time is TBC)

**Register**: To attend this event you must register your attendance here (link to follow)

**What:** This year marks the 100 year anniversary since women's football was banned in the UK due to the FA deeming the game "unsuitable for women". The ban lasted 50 years and marginalised women’s football socially, culturally and economically. However, during the last decade there has been a significant shift in gender equality. Participation in grassroots women’s football has increased by 54% since 2016, with over 3.4 million women and girls now playing in England. This substantial growth has been attributed to the introduction of the Football Association Women's Super League (FA WSL) in 2011 and England reaching the World Cup Semi-Finals in 2015. Moreover, in 2018, the FA WSL adopted full-time professional status, providing women with the opportunity to play professional football full-time.

LJMU lecturer Dr Francesca Champ will host a panel discussion with 2 current 1st team professionals from Liverpool Football Club Women’s. The session will shine a light on their journey to excellence as female athletes and explore how far the women's game has come in recent years with a particular focus on how the provision of sports science support has contributed to each player’s successful transition to full-time professional performer. The panel will then highlight and discuss areas of the game/industry where further progress is needed. The session will close with some Q+A from our students. So either send your questions in advance to f.m.champ@ljmu.ac.uk or submit your questions via the chat function during the session.

1. **Inspiring the next generation of Sport Scientists: Women in Sport & Exercise Science (WISE) Panel Round table discussion (prospective and current Students)**

**What:** To encourage the female sport scientists of the future, Emma Cowley (current PhD student) will host a panel Q&A with inspirational early career female scientists and exercise professionals. By sharing stories from their personal journeys, the panel hope to inspire and generate meaningful discussion with the women and girls in attendance. Emma will close the session by delivering a short exercise session from her HERizon project; so attendees will get a free home based workout.

**When:** Monday 8th March; 4-5:30pm

**Who is this event for:** The event is open to all students from Years 10-13 with an interest in sports, participating in sports or looking at future careers in sport and exercise and also current students within the School.

**Register:** Please register to participate <https://www.ljmu.ac.uk/forms/eventweb?eventid=CMP-05595-H8V2W9>

1. **Follow @LJMUSportSci on Twitter (all)**

**What:**

1. On Monday 8th March staff from the School of Sport and Exercise Sciences will be posting their pledges and commitments outlining how they intend to call out bias and #ChooseToChallenge.
2. Throughout the week of 8-12th March we will be releasing a series of tweets which outline the important actions the school of sport and exercise science is undertaking to support EDI, as well as highlighting key EDI resources and reporting mechanisms available to our staff and students.

**Take part:** Follow @LJMUSportSci on Twitter and keep up to date with these releases.

1. **Get inspired by some of our brilliant female staff (all)**

**What:** On 8th March we will be putting the spotlight on some of our inspirational female staff from across all of our subject areas and career stages. We will be asking them about their career, what it is like to work in Sport and Exercise Sciences, their proudest moments and how they are #ChoosingToChallenge.

**Take part:** Read the interviews posted on the LJMU webpages and Twitter (@LJMUSportSci) on Monday 8th March

1. **We are launching our first departmental EDI focused personal tutor session (staff and student)**

**What:** In keeping with this year’s theme for IWD, all L4 SES students will take part a personal tutor session focused on identifying and challenging bias in the University setting. This tutorial will act as a pilot with the aim of full role out across all UG programmes in the next academic cycle.

**Take part**: Full detailed instructions and resources will be circulated to all L4 SES personal tutors in the near future. The session will be scheduled to take place in weeks 25-26.

**Not a L4 SES personal tutor**? Feel free to request the resources from Niki Hopkins and complete the session with your other student groups.

1. **Release of the 2020 EDI staff survey findings (for staff)**

**What:** On Friday 12th March a summary of key findings and a report of the full results of the 2020 SES staff and student EDI surveys will be circulated to all staff. This report will be completed annually and shared with all staff to allow absolute transparency and generate further discussion of any issues raised. The EDI working group will be reviewing and discussing the findings in full at their next meeting in order to inform future EDI strategy, and findings will be also be reported to SMT.

**Take Part:** Put some time aside to read the report or key findings.

1. **Attend a virtual event through the International Womes Day Organisation (all)**

**What:** IWD Organisation have a full programme of (mainly free) events which you can participate in to increase your awareness and celebrate the achievements of women. There are also a huge number of free events available on Eventbrite.

**Take Part:** You can access the full IWD organization [programme here](https://www.internationalwomensday.com/EventSearch) We have highlighted some the highlights below. Access the [Eventbrite IWD pages here](https://www.eventbrite.co.uk/d/online/international-womens-day/)

***Men Choosing to Challenge' with Jeffery Tobias Halter (highly recommended!)***

**When:** March 11 2021, 4pm

Register: <https://www.internationalwomensday.com/External.aspx?u=https://www.abdn.ac.uk/events/conferences/international-womens-day-2021-1565.php>

***We will never obtain long-term systemic advancement for women without male advocates****! What is your company doing to engage men to create a workplace that supports gender equity? Jeffery Tobias Halter's keynote will invite men into the conversation to become gender advocates for advancing women and provide them with tangible daily tools to accomplish these goals. The talk will:*

* *Create the sense of urgency needed by companies today.*
* *Detail the personal barriers that prohibit men from becoming advocates.*
* *Focus on the four key actions men can take to move from advocacy to action.*

*Jeffery is a corporate gender strategist and the President of Women. He is the former Director of Diversity Strategy of The Coca-Cola Company, and has consulted with Bristol-Meyers Squibb, Deloitte, Citigroup, GE, Johnson & Johnson, Moet Hennessy and more. Jeffery is a 2 time TedEx speaker, you can watch his* [*latest talk here*](https://www.youtube.com/watch?v=twxu7xGQVmM)*.*

***Choose to Challenge Cinema***

**When:** Everyday in March

<https://www.internationalwomensday.com/External.aspx?u=https://www.missenscene.co.uk/event-details/choose-to-challenge-cinema-international-womens-day-2021>

*30 different film accounts on Instagram will be taking part in the event, posting about a different woman in film each day in March. The films and women explored will range from classical Hollywood cinema, to French New Wave to contemporary trailblazers like Chloé Zhao and Greta Gerwig.*

*We will be celebrating women's achievements while choosing to challenge inequality, gender bias and inequity - with a specific focus on the film industry.*

*To RSVP and for a full breakdown of what will be covered each day in March, see the link above*

**'Flex Forever: Flexible working beyond a crisis' with Anna Whitehouse 'Mother Pukka'**

**When:** **Monday 8 March | 11am - 12.15pm**

**Register:** https://www.abdn.ac.uk/events/16337/

*Anna Whitehouse is a journalist, Sunday Times best-selling author, Heart radio presenter and mother turned flexible working campaigner. Best known for her Flex Appeal movement, which shone a blinding light on the need to implement flexible working for ALL across the UK. Her initiative resulted in the release of the Forever Flex report in November 2020, proving flexible work can work beyond the parameters of a pandemic and her recent work with the TUC saw her generate over 50k responses from working parents struggling to cope with school closures and work demands, as she continues to campaign for better support for these unheard voices.*