



Public Sector Equality Duty

2024-2027 Objectives

- To establish a means of collecting data on the EDI characteristics of all staff and report on this annually to the College's EDI Committee, which will make recommendations for improvement as required.
- To complete the tasks listed in New College's 2021 Accessibility Audit.
- To complete a digital accessibility project examining all the College's digital media and communications.
- To enter the Disability Confident employer scheme.
- To showcase the diversity of academic activity taking place at New College.

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In 2024, New College registered as a Disability Confident employer. The college also introduced online EDI training, sexual harassment training, and menopause awareness training for all staff.

In the same year, work continued on a project to make the college's Library wheelchair accessible. The Access Guide for the Gradel Quadrangles was published on the University of Oxford's Access Guide Webpage. Accessibility ramps around the college were replaced, and an accessible bathroom in the New Buildings accommodation was refurbished and improved. A building project which will turn the Front Lodge into an accessible tourist entrance was also launched, and plans are underway for the creation of an audio tour which will include a BSL guide.

In 2024, New College held a number of events commemorating, exploring or celebrating our diverse community including:

- Holocaust Memorial Lecture, given by New College Old Member and Honorary Fellow, Sir Bernard Rix, Kt, PC.
- New College Society Diversity Dinner. The guest speaker Lewis Iwu, a New College Old Member and former JCR President.
- New College Women's Lecture. New College Old Member, Dame Eleanor-Jane Milner-Gulland DBE gave a 1 hour talk. Eleanor-Jane is the Tasso Leventis Professor of Biodiversity in the

Department of Biology at the University of Oxford, and Director of the Interdisciplinary Centre for Conservation Science and spoke on the topic: *'A saiga saga: Geopolitical, cultural and environmental change in Russia and Central Asia over the past 35 years, reflected in a rollercoaster ride for one small antelope species and for the people trying to save it'*.

- LGBTQIA+ Reception and Lunch. The guest speaker was David Isaac CBE, who spoke about his life and career. David is Provost of Worcester College and was appointed Chair of the Equality and Human Rights Commission in 2016.
- Black History Month lecture, headlined by Professor Hakim Adi. Professor Adi is an African-British historian, who focuses on the historical events concerning the African Diaspora and its members.

The Junior Common Room also started a feminist discussion group where they discuss different questions related to womanhood.

New College continued to sponsor 'Thinking Black's' creative writing programme for Year 10 Black British state-school students and ran an essay competition themed around gender for schools involved in our outreach programme.

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