



Lincoln College

Annual Report on the Equality actions taken in 2019–2020

The College's Equality Committee is responsible to the Governing Body for the promotion, development, implementation, monitoring, prioritisation and review of Equality and Diversity matters in relation to employees, students, visitors and others closely associated with the College.

The members of the committee include the Bursar, Rector, Domestic Operations Manager, Senior Tutor, the Dean, the Chaplain, the Human Resources Manager, the Presidents of the JCR and MCR (or their representatives), Staff representative(s) and other staff and students reflecting the diversity of backgrounds and experiences of college members.

The Equality Committee is chaired by the Bursar and meets once per term in seventh week and reports regularly to the Governing Body.

This annual report provides details of the actions that have taken place during the course of the year from June 2019 – June 2020.

Single Equality Scheme & Objectives

The College updated its single Equality Scheme and action plan for 2019 – 2022. This was approved by Governing Body, circulated to Fellows, staff and students and published on the College Website

The College has two specific Equality Objectives that have been published on the College website and are ongoing objectives:

- To accommodate, where practicable, religious observances as requested by students, Fellows and staff.
- To improve disabled facilities within the College and to have a comprehensive summary of all available facilities on the College website.

To address religious observances, the College has continued to rebate the kitchen charge for students observing Ramadan when it falls within term time. The kitchen has also provided kosher meals on request.

The College now has a multi-faith Prayer and quiet room that is open for all students to use.

The Domestic Operations Manager is part of a disability sub-group which is a university wide committee that is undertaking an audit of all university buildings and colleges which is published on the University website for people with disabilities and/or alternative access requirements to assess the facilities and resources available in and around the Collegiate University. The audit has begun and Lincoln College is on the waiting list for the audit to be carried out.

The Domestic Operations Manager is involved in a working group that's looking at drawing up a set of guidelines for departments and colleges in regard to Assistance Animals in order to accommodate guide dogs and dogs for the hearing impaired.

Prevent Duty

A separate Prevent Committee continues to ensure compliance with the Prevent Duty. Information on the Prevent duty and implications for College members has been communicated to all College members. This is an ongoing duty.

Recruitment Monitoring Equality Data

Annual recruitment monitoring equality data has been presented and published on the College website. Data does not show any particular areas of concern and/or under representation compared to the community average.

The table below shows the recruitment monitoring of applicants who were appointed during the year 2017-2018 and 2018-2019

Recruitment Monitoring Comparison

	2017-18	2018-19
	Appointed	Appointed
Number of Applicants	41	35
Number of Recruitment Monitoring forms returned (% of forms	24 (59%)	25 (71%)

returned)			
Less than 5%			
Sex:			
	Females	41%	44%
	Males	59%	56%
	Declined to specify		
	No response		
Age:			
	Under 18		
	18-25	42%	22%
	26-30	13%	22%
	31-35		12%
	36-40	8%	9%
	41-45	8%	9%
	46-50	13%	12%
	51-55		9%
	56-60		9%
	61-65		
	66-70		
	71+		
	Declined to specify		
	No response		
Marriage and Civil Partnership:			
	Married	8%	12%
	Civil Partnership		12%
	Single	88%	64%
	Declined to specify		8%
	No response		
Disability:			
	Disability		8%
	No Disability	92%	84%
	Declined to specify		
	No response		
Ethnic Origin:			
	White	71%	60%
	Black/Black British	8%	
	Asian/Asian British	8%	16%
	Arab		
	Mixed		
	Other	13%	16%
	Declined to specify		

	No response		
Pregnancy and Maternity:			
	Pregnant		
	Pregnant in last year		
	Not Pregnant	79%	76%
	Decline to specify		
	No response	17%	22%
Gender Reassignment:			
	No	88%	84%
	Yes	8%	
	Decline to specify		8%
	No response		
Sexual Orientation:			
	Bisexual		
	Gay Man	8%	
	Gay Woman/Lesbian		
	Heterosexual	59%	72%
	Other		
	Decline to specify	17%	12%
	No response	8%	12%
Religion or Belief (including lack of belief):			
	Atheism	42%	22%
	Buddhism		
	Christianity	25%	44%
	Hinduism		
	Islam		8%
	Jainism		
	Sikhism		
	Judaism		
	Spiritualism		
	Other		
	Decline to specify	29%	16%
	No response		

Equality Monitoring Data

A triennial snap-shot equality monitoring questionnaire is sent to all students and employees, in line with the Single Equality Scheme Action Plan. The last questionnaire was

circulated in 2017. Due to the COVID-19 pandemic, the College was unable to undertake the questionnaire for all staff and fellows as a large proportion of staff were furloughed meaning they were unable to receive and/or complete the questionnaire before the government lockdown. The questionnaire will therefore be circulated to Fellows and Staff in Michaelmas term 2020. Students were sent an on-line questionnaire during Trinity Term 2020.

The table below shows the student equality monitoring data in 2017 and 2020. 146 students participated in the survey in 2020 as compared with 156 students in 2017.

Student Equality Monitoring Comparison

Year		2017	2020
Number of questionnaires sent		624	600
Number of questionnaires returned		156	146
Response Rate		25%	24%
Less than 5%			
Sex:			
	Females	44.31%	60.27%
	Males	55.13%	38.36%
	Declined to specify		
Age:			
	Under 18		
	18-25	72.44%	78.76 %
	26-30	21.79%	17.12%
	31-35		
	36-40		
	41-45		
	46-50		
	51-55		
	56-60		
	61-65		
	66-70		
	71+		
	Declined to specify		
Marriage and Civil Partnership:			
	Married		
	Civil Partnership		
	Single	97.44%	96.57%

	Declined to specify		
Disability:			
	Disability	13.46	13.69%
	No Disability	84.62%	82.87%
	Declined to specify		
Ethnic Origin:			
	White	82.05%	75.34%
	Black/Black British		
	Asian/Asian British		14.38%
	Arab		
	Mixed		6.16%
	Other		
	Declined to specify		
	No response		
Pregnancy and Maternity:			
	Pregnant		
	Pregnant in last year		
	Not Pregnant/Not Applicable	99.35%	97.94%
	Decline to specify		
Gender Identity the same as at birth:			
	No		13.69%
	Yes	97.42%	85.61%
	Decline to specify		
Sexual Orientation:			
	Bisexual	11.54%	13.69%
	Gay Man		
	Gay Woman/Lesbian		
	Heterosexual	78.21%	68.49%
	Other		
	Decline to specify		8.21%
Religion or Belief (including lack of belief):			
	No religion	42%	55.47%
	Buddhism		
	Christianity	25%	25.34%
	Hinduism		
	Islam		
	Jainism		
	Sikhism		

	Judaism		
	Spiritualism		
	Other		
	Decline to specify	29%	

The College has taken various steps to practically encourage diversity in addition to the actions specified above, for example the financial support it provides to Target Oxbridge, an organisation that aims to help more black students access Oxbridge.

Gender Pay Gap Reporting

Following the government requirement for all employers with over 250 employees to publish their gender pay gap figures by 5th April 2018, and each year thereafter, the College made the decision to publish our figures voluntarily, despite having lower number of employees. This information has been published on the College website and the table below shows the statistics over the past two years. The gap arises largely because more of the higher paid employees are men.

Lincoln College Gender Pay Gap					
2018		2019		2020	
Mean	14.4%	Mean	13.3%	Mean	19.2%
Median	15.6%	Median	10.9%	Median	16.2%

MCR Equality & Diversity Events

A summary of the MCR Equality and Diversity Events that have taken place during the current academic year – 2019 – 2020, is as follows:

Trinity Term 2019

MCR Dinner: Tastes of India

MCR Dinner: Caribbean night

The MCR introduced more non-drinking events to be more inclusive this year:

Oxford Café crawl,

Pizza and film night

Chocolate Tasting

MCR Picnic in Grove Quad

The MCR passed a motion for LGBTQ+ flag to be flown on day of Oxford pride each year.

Michaelmas Term 2019

Freshers' week: Teas to introduce people in their annexes, tea for International students and another tea for returning students. Alongside this the MCR created a detailed Welcome Guide which included information that will benefit mainly international students- e.g. sports, where to get your shopping, supplies, how to set up a bank account, etc.

Creation of multi-faith prayer and quiet room
Indian Classic Music Evening (Carnatic Music)
Diwali decorations were put up in College
Fifth Week Funk night: funk music from Sisters of Funk
Lincoln Loves Lincoln dinner- JCR and MCR dinner
MCR Dinner: Halloween
Tuesgays (every week- LGBTQ+ event)

Non-drinking events:
Board games night
Chocolate tasting
Thanksgiving Pot Luck
Pottery painting and Doggy welfare tea
International Movie Night: 'The Lives of Others'
Alumni Careers event- Put on by the JCR and MCR

Hilary Term 2020

Lincoln Unites- equality and diversity week- JCR and MCR liberation officers (see Appendix 1 for the list of events)
Salsa Night
International Movie Night: Bollywood-themed
MCR Dinner: Indian themed
Tuesgays (every week - LGBTQ+ event)
Different themed welfare teas: one for freshers, Valentine's day, tea for Lincoln staff, green/eco-friendly tea, international welfare tea with JCR
Alumni Careers event- Put on by the JCR and MCR
Talk with Paralympic Climber: Leanora Volpe

Non-drinking events:
Batik Textile workshop
Visit to Christ Church Picture Gallery
Movie Night (Bollywood)

International Pot Luck

MCR LGBTQ+ rep ordered inclusive LGBTQ+ flag to be used during LGBTQ+ history month (from Lincoln for Life Fund)

The MCR has applied for funding for next year's Lincoln Unites- awarded £1500 (proposal shown in appendix 2)

MCR Equality & Diversity Events

A summary of the JCR Equality and Diversity Events that have taken place during the current academic year – 2019 – 2020, is as follows:

Trinity Term 2019

No events noted from JCR officers.

Michaelmas Term 2019

Week 0:

International Pizza evening as introduction to International Freshers, followed by an International tour of Oxford.

Consent workshop facilitated by the JCR Gender representatives.

LGBTQ+ workshop with the LGBTQ+ representative.

Week 1:

Tuesgays: a weekly social for LGBTQ+ members of Lincoln JCR and MCR. (and since repeated every week)

Week 3:

JCR and MCR Diwali night: an evening of Carnatic classical music, a musical style originating from 15th Century South India and Sri Lanka.

Week 4:

World Food Week: played different cultural music, and arranged for various cultural cuisines (India, Italian, Chinese, and Mexican) meals served in a decorated hall.

Ladies of Lincoln: Pub crawl for women in JCR, to encourage friendships across cohorts and degrees.

Week 5

"Facemasks and Feminism": discussion and discourse on Feminism.

LGBTQ+ Film Night

IntersectionalITEA: hosted with the JCR Gender representatives, giving an opportunity to

snack, socialise and write notes of appreciation to the women in your life.

Week 7:

LGBTQ+ Drinks: with Oxford University LGBTQ+ Society

LGBTQ+ Karaoke: an inter-collegiate LGBTQ+ Karaoke Night.

Ladies of Lincoln

Week 8:

InternaliTEA: hosted with the JCR International representatives allowing for international snacks and discussion

Hilary Term 2020

Week 2: Lincoln Unites

International Food Fair: an exploration of world cultures and cuisines in a casual pot-luck style fest open for all members of Lincoln (JCR and MCR mostly, but staff were also invited)

Good Lad Open Discussion: a masculinity workshop on how society, and the individuals within it, treat the concept of masculinity and the effect it can have on mental health.

Inspiring Women of Lincoln panel talk and Drinks Reception: in celebration of the 40 years of Women at Lincoln the panel consisted of five remarkable Lincoln alumnae, whom shared their varied and valuable perspective on careers and feminism. It was followed by a drinks reception where panelist had an opportunity to engage with the audience.

International Great Hall: a banquet themed on Middle Eastern cuisine.

Sign Language Workshop: an introduction to Sign Language, both how to say basic phrases and the challenges with its use.

Sensory Arts Session: an interactive workshop exploring physical senses while creating art.

Soul Music Night: a night of soul music to showcase classic and an often overlooked genre of music.

Uncomfortable Oxford Workshop: a discussion about the uncomfortable subjected within the city, hosted by Uncomfortable Oxford. It included debates on topics of imperialism, class, inequality, slavery, gender history, and memorialization.

Pride in STEM Panel: a seminar style event featuring a variety of LGBTQ+ perspectives in their work as STEM researchers in Oxford.

Facial Recognition Exhibition: showcasing 20 incredible Lincoln students and staff with mixed-ethnic heritage and their stories of being unfairly 'facially recognized'.

LGBTQ+ Film Screening: screened the movie 'Moonlight', a multi-award winning film that explores the life of a young African-American boy as he navigates adulthood and identity.

Week 3:

Talk with an Independent Sexual Advisor, organized by the JCR Gender reps to promote a healthy and safe relationship to intercourse for all genders (put particularly aimed for females).

Ladies of Lincoln

LGBTTea in relation to LGBTQ+ history month

Week 5:

SANE workshop on how to manage stress and anxiety.

Facemasks and Feminism with JCR Gender representatives and Exeter College JCR.

Week 6:

Ladies of Lincoln

Week 7:

Adam Eli: Talk and Q&A: a talk with the prominent LGBTQ+ activist and founder of Voices4, a non-violent direct-action activist group committed to advancing global queer liberation.

LGBTQ+ Crew Date: intercollegiate crew date with Balliol and St. Anne's College.

MCR x JCR CRED Welfare tea: organized and open for members of both the JCR and MCR.

Week 8:

Gender welfare tea: in connection with the International Women's Day Craft

Trinity Term 2020

Week 3:

LGBTQ+ Netflix Party Film night

University Equality & Diversity Initiatives

The College continues to advertise University Equality and Diversity Initiatives and events by forwarding email communications to all staff and publicising events on College notice boards.

Equalities Training

On-going equalities training has taken place during Freshers week and new staff induction.

All staff training on Equality, Diversity & Unconscious Bias – 3 October 2019

Alex Spain, Bursar, June 2020



LINCOLN UNITES

EVENTS THIS WEEK

MONDAY

International Food Fair (International)

TUESDAY

Good Lad Open Discussion on Men's Mental Health & Masculinity (Gender)

WEDNESDAY

Panel: Empowering Women of Lincoln & Drinks Reception (Gender)

THURSDAY

International Great Hall (International)

FRIDAY

*Sign Language Workshop (Disabilities)
Sensory Arts Session (Disabilities)
Soul Music Night (CRED)*

SATURDAY

*Uncomfortable Oxford workshop (CRED)
Facial Recognition: an Exhibition (CRED)*

SUNDAY

*Panel: PRIDE in STEM (LGBTQ+)
LGBTQ+ Film Screening (LGBTQ+)*

*27th of January to
2nd of February
2020*

