



# Equality Matters

May, 2016

No.3



## News in Brief

### 50 years of Race Relations legislation

The 8<sup>th</sup> December 2015, was the 50th anniversary of the first Race Relations Act in Britain. To mark the day, guest blogger; Omar Khan from the Runnymede Trust, wrote about progress since the Act was passed in 1965 in his blog: [How far have we come? Lessons from the 1965 Race Relations Act.](#)

While there have been many positive changes, it would be naive to suggest that racism in Britain is dead. In her blog: [50 years of Race Relations legislation](#), our CEO Rebecca Hilsenrath discusses the importance of our work on race discrimination and a recent legal case which the Commission supported, when a pub refused to serve a group of travelers.

### Gender Pay Gap

Female employees will have to wait another two years to find out if they are paid less than their male counterparts, as the government unveiled plans for a league table ranking large firms by gender pay gap, from 2018.

In a move long resisted by business groups and parts of the Tory party, companies with more than 250 employees will have to disclose how much they are paying in salaries and bonuses to their male and female staff.

The league table of around 8,000 firms, which the government hopes will draw attention to the worst offenders, will be published from 2018, giving firms some time to address the inequality before their data will appear on the list.

### Oscars 2016: Charlotte Rampling says diversity row is 'racist to white people'

The greenroom chat would be worth listening to when Charlotte Rampling and Idris Elba, two magnificent British actors who have taken starkly opposed positions on one of the most contentious issues in film today, meet at an awards ceremony in London.

The Evening Standard film awards take place on Sunday evening in London. Elba, nominated for the Evening Standard award for best actor, and for almost every other screen award going, is one of the black actors strikingly missing from the Oscar nominations. The all-white awards lineup has led to stars including Will Smith and his wife Jada Pinkett-Smith, and the director Spike Lee, announcing they will boycott the ceremony. The British actress, Rampling, who is nominated for the 2016 best actress award, suggests black actors may simply not have been good enough to make the final list of Oscars nominees.

Contact Us:

#### Event Promotions:

[admin@ukied.co.uk](mailto:admin@ukied.co.uk)

#### Advert Placements:

[Melissa@ukied.co.uk](mailto:Melissa@ukied.co.uk)

#### General Questions:

[ukied@ukied.co.uk](mailto:ukied@ukied.co.uk)

#### Telephone:

**0208 979 9606**



#### UKIED 2016 Conference

Date: Friday 8th Of July 2016

Location: London

The conference attracts a wide range of senior strategic leaders from the public, private and third sectors

This year's conference will include key note addresses from Dr Omar Khan, Director of the Runnymede Trust

If you would like to raise your interest please email: [info@ukied.co.uk](mailto:info@ukied.co.uk)

## Interview with Angela Townsend

**Angela Townsend of the Institute of Physics in an interview with UKIED, speaks about her role as the Diversity programme co-ordinator, challenges, and future plans for the Institute of Physics.**



### **What attracted you to the role in Equality and Diversity?**

Before I joined the Institute of Physics I was involved with running summer schools with young women. When you get involved in that you can see how to encourage people. I'd worked for the Institute of Physics for about 4 years, but then this job came up and I jumped at the chance. I am an engineer by trade so I would like to see better opportunities for everyone else than I had in the late '70s.

### **What is your typical day like?**

A day in the office will involve balancing various priority projects such as preparing to visit a University to talk about their Juno application, updating documents ready for meetings like the IOP Diversity and Inclusion committee and updating material on the website so that people can obtain all of the IOP diversity related publications. I could be organising a couple of events and meetings such as the LGBT+ network for physicists and astronomers or a network for universities that are involved with Juno.

### **What is a key piece of work you are involved in?**

Project Juno is a recognition scheme for universities and companies (any organisation that has physics academics working there). Universities and employers sign up to develop an equitable working culture where all students and staff, men and women, can achieve their full potential. It is related to gender, however what those signing up find is that it helps all members of staff celebrating all kinds of work within the department. Similarly, it helps us understand how career progression is in place for physicists and the kind of issues they might face. Every university that has signed up for the scheme will have a Juno or Equality and Diversity committee, this provides me with a great way to meet people from physics departments too.

### **What's the biggest challenge in working in the area of Equality and Diversity?**

The biggest challenge is getting buy in, it's getting people to see that there is an issue. There are often very vocal people stating there isn't a problem. Furthermore, another big issue is unconscious bias, which is subtle but can be a real issue in terms of selection and the way people are approached for promotion.

### **What piece of work/ Initiative are you most proud of?**

Again that's going to be the Juno project, basically it's working with Universities and seeing how much commitment and effort they put into ensuring that their physics departments are good places to work for men and women and for all of their students. The effort levels for the universities are high so it's great to see the commitment.

### **What is the most enjoyable aspect of working with the Institute of Physics in terms of Equality and Diversity?**

Just the amount of different areas they are involved in across the whole organisation. Although there is a lot of work I am involved in, there are a lot of other projects going on at the institute too that also involve Equality and Diversity. Something that is really good at the Institute of Physics, is that they do put their energy behind these projects; getting behind some projects that may be considered a risk, yet truly investing time and effort to make it right.

### **How would you describe the situation in society in terms of addressing discrimination?**

Some aspects are better than in the 1970s, but more work does need to be done. Whilst overt discrimination has improved, it concerns me that there are many areas of unconscious bias still stopping people achieving the study, work and governmental roles that they should be able to access. It is not enough to assume that people do not want these roles or do not want to study those subjects. I do think that often people may just not see themselves fitting the current profile of people in these roles. Refreshingly, there does appear to be a growing trend for more people backing up those that speak out against discrimination.

**UKIED CIC, 4 Mount Mews, Business Park, High St, London, TW12 2SH**

Tel: 0208 979 9606

Non for Profit Company, Registered in England and Wales