Sphere Programme: Change in Action

What is the Sphere Programme?

The Sphere Programme Board was created as an independent board to oversee and help develop the Equality, Diversity and Inclusion (EDI) activities at the university which ultimately feed into our wider EDI Strategic Delivery Plan.

Is Sphere new?

Established just before the pandemic, Sphere has been working in the background by funding 34 EDI projects, such as *Crowns: An Exhibition Celebrating Hair and Head Coverings,* and *Promotional material to support Registry and Academic Affairs recruitment*, both examples of how small funding can make a big difference. In addition, Sphere has also overseen the university's response to recognition months.

What does that mean to me?

Sphere encourages all staff at the University to be innovative within the EDI space, it's not about treading the same path and reaching (or targeting) the same audience, we want forward thinking ideas that encourage belonging and inclusion and contribute towards our future EDI Institutional priorities and Key Performance Indicators (KPIs).

CROWNS: AN EXHIBITION CELEBRATING HAIR AND HEAD COVERINGS

Monday 17 October - Sunday 01 January
Pavilion Café

Crowns: An Exhibition Celebrating Hair and Head Coverings (Lakeside website)

You're welcome at UoN.

Be part of a department that **values inclusivity.**

Promotional material used by Registry and Academic Affairs

Key Activities in 2021/22

Board Membership
Board Membership increased to ensure Faculty and Professional Services representation, and links with both Athena Swan and Race Equality Charter (REC).

Funding EDI Projects
16 projects were funded which contributed towards the EDI Priorities for 2021/22 and REC.

Recognition Months
Recognition months were reviewed, which has contributed towards the decision of moving towards one central event for each recognition month.

Sphere Conference
As part of the Diversity Festival a Sphere Conference showcased Sphere funded projects.
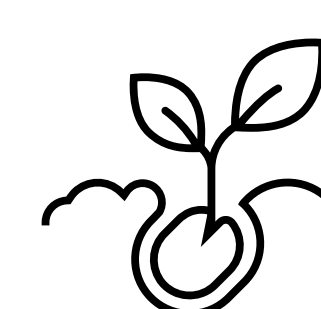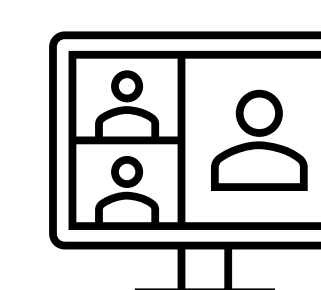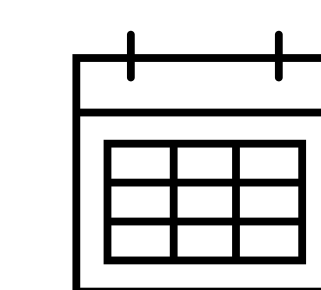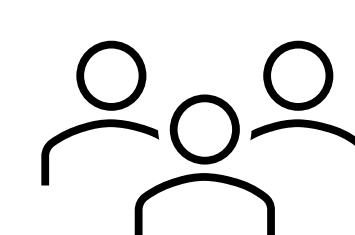
Planned Activities for 2022/23

Review Sphere Fund
The Programme Board will review the Sphere Fund, its impact and contribution to the Equality, Diversity and Inclusion Strategic Delivery Plan. Sphere will report progress to the new Intersectionality and Inclusion Oversight Group.

Planning for EDI Priorities for 2023/24
Sphere will help to horizon scan for potential EDI Priorities for 2023/24.

Sphere Programme Board Members

Role	Member
Chair	Raheela Khan raheela.khan@nottingham.ac.uk
Deputy Chair	Jodie Chatfield jodie.chatfield@nottingham.ac.uk
Arts Representative	Ute Hirsekorn ute.hirsekorn@nottingham.ac.uk
Engineering Representatives	Chenggong Sun Cheng-gong.Sun@nottingham.ac.uk Lucy Williams Lucy.Williams@nottingham.ac.uk
Medicine and Health Sciences Representatives	Liaque Latif liaque.latif@nottingham.ac.uk Lopa Leach lopa.leach@nottingham.ac.uk Sandeep Sidhu Sandeep.Sidhu@nottingham.ac.uk Sonali Shah Sonali.Shah@nottingham.ac.uk
Sciences Representative	Elizabeth Hufton Elizabeth.Hufton@nottingham.ac.uk Grazziela Figueredo G.Figueredo@nottingham.ac.uk
Social Sciences Representatives	Jalpa Ruparelia Jalpa.Ruparelia@nottingham.ac.uk Janet Wallace Janet.Wallace@nottingham.ac.uk Kay Fuller Kay.Fuller@nottingham.ac.uk Sandra Leigh sandra.leigh@nottingham.ac.uk
Professional Services Representatives	Julian Tenney julian.tenney@nottingham.ac.uk Stavros Pourikas Stavros.Pourikas@nottingham.ac.uk Stephen Meek Stephen.Meek1@nottingham.ac.uk
REC Representative	Filip-sebastian Boicu Filip-sebastian.Boicu@nottingham.ac.uk
Athena Swan Representative	Donna Palmer Donna.Palmer@nottingham.ac.uk

nottingham.ac.uk/sphere