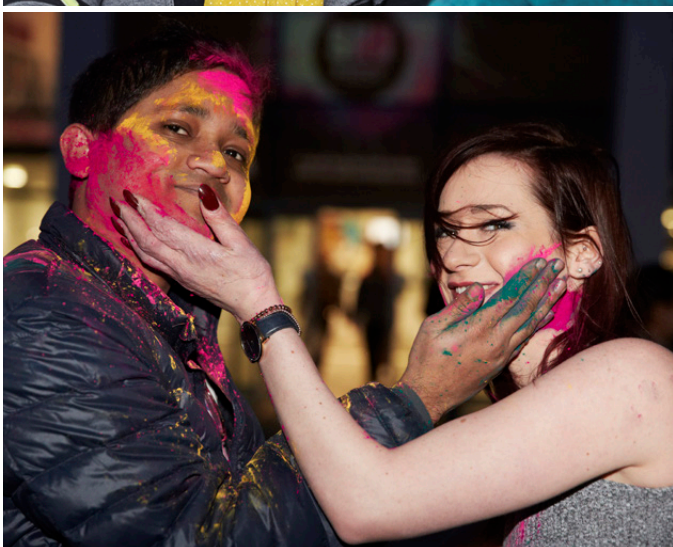


Equality highlights

2014–2015

*Celebrating equality and diversity
at Sheffield Hallam University*



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Introduction

Breaking down barriers supporting all

This edition of Equality Highlights focuses on collaboration between people and organisations to drive positive change and make real differences to people's lives.

We are shining the spotlight on Hallam students and staff who champion diversity and inclusion and have collaborated with employers and organisations on projects and activities that raise awareness around equality and diversity that help bring about change.

We've asked them to tell their stories to share their experiences of what drives and motivates them and hope they will inspire others.

Equality and Diversity Team

This edition

Role models p4–7

Here we highlight four student role models, each with a passion for their work, some very active in their communities, freely giving their time and talents to benefit others.

News p8–15

Here we report on activities related to equality, diversity and inclusion in the 2014-15 academic year. We've picked stories that reflect the successes we've had, but also our plans for how to respond to the challenges that lie ahead.

International Women's Day, 8 March 2016



International Women's Day (IWD), observed since 1909, is a global celebration of respect, appreciation and recognition of women's economic, political, and social achievements, while continuing to call for greater equality.

Sheffield Hallam University (SHU) plays an active part in recognising and promoting IWD. In 2015 a number of activities and initiatives took place that were created and delivered by a voluntary group. Senior leaders, peers and colleagues were invited to nominate inspirational female SHU staff and students. Over 30 individuals were recognised and 23 profiles - sharing not only what they had achieved but also their story - were published on SHU's dedicated 'celebrating IWD' intranet page.

In addition to this, five short films of staff and students were created. Each of the inspirational women featured had been identified by colleagues/peers as truly achieving career/personal success through motivation, determination, drive and compassion.

'Inspirational - thanks for sharing this. It certainly heightens awareness of how students and staff have faced adversity and come out as stronger people and give back - quite humbling.' - Liz Barnes, Deputy Vice-Chancellor

SHU's Women Professors Group, members from HR and E&D, also collaborated with the University of Sheffield (TUoS) and delivered two events which focused on the overarching theme of the gender pay gap. The first, held at SHU, was for all female staff from both Universities and was opened by Professor Nicola Woodroffe (SHU) and Professor Catlin Buck (TUoS).

Tracey Lancaster, Director of Corporate Affairs (SHU) and Professor Tilly Loescher (TUoS) were plenary speakers and shared their views on the importance of career progression, recognition of opportunities, barriers and their personal career development experiences. Attendees then participated in five facilitated workshops. Each workshop was co-designed and facilitated by SHU/TUoS peers and covered topics such as; building and strengthening professional networks, being female is not a pathology; performance anxiety and gender, mentoring for career development, having challenging conversations, and gaining confidence and resilience. Feedback from those that attended the event was impactful:

'Excellent event. Really worthwhile workshop topics and a great opportunity to hear/discuss with others from both universities. More next year please!'

'The plenary talk and workshops were a wonderful and unfortunately rare opportunity to meet and network with SHU/TUoS peers. It was a fantastic opportunity to think and reflect about career.'

'An inspirational day!'

The second event - held at Sheffield's Town Hall and supported by the White Rose University Consortium - invited individuals from the universities and employment sectors across the region, which were recognised as actively leading on and promoting networks to drive change, particularly on inclusion, equality and the gender pay gap.

Guests were welcomed by the Lord Mayor of Sheffield, Cllr Peter Rippon who highlighted the importance and need for greater recognition of the challenges and achievements of women across the region. This was followed by a number of plenary speakers who discussed the absence of women in HE senior roles (PVC Anne Peat - TUoS), lack of gender equality in the workplace (Assistant Dean HWB Helen Best), the pay gap, working patterns and family life (FaithStar Director, Shahida Siddique), and working as a woman in engineering (Director of Cutting Technologies Ltd, Jane Robinson).

'It was nice to hear experiences from women who have gone through ups and downs and managed to lead their career successfully.'

'Fascinating presentations regarding impact of gender pay disparity.'



Ellie Davison

Students' Union part-time women's rep 2015-16

Promoting these societies, gaining members and making others aware of their relevance in our society is key to striving towards a better university.

Coming from a small village in Cumbria, there wasn't much to get involved with in terms of feminist societies or women's liberation groups, and this is one of the reasons why I was so excited to be moving to Sheffield.

I imagined that like most other students unions in the country, there would be loads going on to do with women's rights and gender equality. But when I arrived in September I was really disappointed! I couldn't find anything to do with women's liberation going on!

And this is why I decided to run for women's officer, so that come next September, there won't be another fresher who's disappointed. Passionate freshers will be able to get involved with the women's group, the new feminist society and with women's liberation events, and we can have a strong, connected, large group of students who can stand together to combat sexism and promote gender equality within the university.

My 2 large aims for this year, and hopefully that future women's officers will continue in further years, are to fully establish, support and promote a range of gender equality promoting and women's liberation societies within the Students' Union. Promoting these societies, gaining members and making others aware of their relevance in our society is key to striving towards a better university.

And my second large aim is to start a discourse with nightclubs in Sheffield, trying to promote a zero tolerance policy to sexual harassment on nights out.

Alongside this I've got some fun events planned throughout the year celebrating women so watch this space and get involved!

If you have any comments/ questions feel free to contact me at uuswomens@shu.ac.uk



Ellie Simpson

Students' Union disabled students' rep 2015-16

My background

I am studying Sport Development with Coaching, and I have just finished my first year. Since starting at Sheffield Hallam, I have really enjoyed the student experience. Although I have not been able to fit in many extra activities at University due to training for my sport, I've been able to take part in some fantastic course related activities, such as the SHU Sports Conference 2015, and I gained a Level 2 Multi-skills Coaching qualification. The BBC even followed me around University for a day in semester 1, filming me for BBC Look North – they did a feature on me based around my sport, which is Athletics, the charity I run, which is CP Teens UK, and the fact that I had just started at Sheffield Hallam as a student.

I founded and I run the charity CP Teens UK, which helps teenagers & young people with Cerebral Palsy. Through the work I have done, and continue to do with CP Teens UK, this really inspired me to go for the role. A big part of CP Teens UK is standing up for teenagers & young people with Cerebral Palsy and giving them a voice, as well as making things happen for them, so I felt I could take my skills & experiences from CP Teens UK and try and make things better for disabled students at Sheffield Hallam. I also went for the role as, as a disabled student, and a first year student, I didn't even know there was such a thing as a Disabled Students Rep – I would have found it really

helpful as a new, disabled student that there was a specific rep there for me, so I applied for the role as I thought that I could make it more visible to the disabled students of Sheffield Hallam.

My Students' Union role

In my role of Disabled Students Rep I really want to set up a specific society for disabled students. Before I started at Sheffield Hallam and I was considering other universities, I noticed that quite a lot of the other universities had fantastic societies specifically for their disabled students. As a sports student and a sports fanatic, I would like to investigate the possibility of setting up a disability sports club. I know that Sheffield Hallam already has a Wheelchair Basketball Club, but unfortunately my type of Cerebral Palsy won't allow me to propel a wheelchair, and catch and throw a ball all at the same time! In the role, I want to ensure that every disabled student feels like they have a place at Sheffield Hallam, both academically and socially.

I would say, as Disabled Students Rep I really want to make a difference to disabled students at Sheffield Hallam. I'd absolutely love people to contact me (uusdisabledstudents@shu.ac.uk) and tell me what they would like to see happen – whilst I've got a pretty good idea as a disabled student myself, there's no point me only implementing what I feel needs to happen as

I am representing all of the disabled students at Sheffield Hallam.

What else do I do?

I am an international athlete in the Club Throw and RaceRunning. The Club Throw is the Paralympic equivalent of the Javelin and it is specifically for athletes with higher levels of Cerebral Palsy & Spinal Cord Injuries. RaceRunning is a sport that enables athletes with Cerebral Palsy and similar disabilities to sprint with support. A 'RaceRunner' looks like a big tricycle without pedals and athletes lean on a chest plate, which puts them into the natural position for sprinting – it is essentially wheelchair racing, but athletes propel themselves with their legs as opposed to their arms. I have been very lucky to be selected for the World CP Games in August for both the Club Throw and RaceRunning. I am so excited, it will be the experience of a lifetime and I am honoured to be representing my country.





Luke Allan

Students' Union LGBT+ part-time rep 2015-16

I joined SHU in 2014 to begin an undergraduate degree in public relations and media. I was highly passionate about becoming a part of the governing body within the Students' Union and getting involved in helping students and LGBT+ issues.

In October 2014 I was elected into the role of Open Space Students' Union Councillor and this allowed me to have a real insight into what the Students' Union actually does for its students and how it operates. I took part in meetings, shared my opinions and had an input into what happened.

In March I was elected into the position of LGBT+ Students' Representative 2015-16 which I consider my biggest achievement (apart from getting into SHU). A few days later I attended my first NUS LGBT+ Conference in Sheffield where I nominated myself to sit on the steering committee. I was successfully elected for the next two years, thereby being jointly responsible for the smooth and democratic running of the next two conferences.

As well as being involved with the ruling body within the Students' Union, I was also lucky enough to undertake the role of course rep for my year and course. This allowed me to have an insight into the opinions of students and give feedback to other course reps and course leaders.

Why I ran for election and my observations

We live in a society which has drastically changed over the last 60 years. We have seen homosexuality being decriminalised, the legalisation of same-sex marriage sweeping the world and celebrities, public figures, Olympic athletes and many more refusing to hide their true selves by telling the world that they are part of the 'LGBT+ Community'.

Living in rural North Yorkshire most of my life, I was not accustomed to a diverse environment and on a regular basis I would hear my peers making racist, sexist and homophobic comments. I believe that because of my past I have more passion and drive to make a difference to the LGBT+ community at Sheffield Hallam.

I, like many others, never received what I would call a standard level of education when it came to same-sex relationships, sexual orientations and identities. As a result I became the LGBT+ representative. I aim to provide students with information which will make them aware of these issues and create a more friendly society in which everyone is included.

2014/15 was a poor year for LGBT+ student liberation and engagement at Sheffield Hallam, so I made it my priority to re-establish the LGBT+ Liberation Group, elect a committee and write a new constitution. I am proud that we now have a strong LGBT+

Committee and I am safe in the knowledge that we will see big changes across campuses and across Sheffield.

My key aims

My priorities are

- to establish gender neutral toilets across both campuses and the Students' Union
- to create a Liberation Hub which will bring all the liberation groups together and provide workspaces for meetings, campaigns, a safe space and many more services and resources
- to generate much more awareness around same-sex relationships, sexual orientations and identities education

By the end of the year I would like to have several campaigns which raise awareness of these issues and I hope that attitudes and knowledge will have changed for the better.

I look forward to working closely with SHU and especially to work with Signal (The Staff LGBT+ Network at SHU) on a variety of campaigns. I want to stress that even though my position is technically to represent the LGBT+ students, I aim to make sure that my ideas and changes also benefit LGBT+ staff members.

Email: uuslgbtplus@shu.ac.uk
Twitter: [www.twitter.com/HallamLGBTrep](https://twitter.com/HallamLGBTrep)
Facebook: www.facebook.com/hallamunionlgbt.studentsrep



Dapo Adaramewa

Students' Union President
2015-16

After hearing about the prestige of the business school at Sheffield Hallam, I chose to embark on an international business degree. I have since engaged with the Students' Union and University through my role as a part-time BME (Black and Minority Ethnic representative) at the Students' Union and my current position as President, building on experiences both during my time in Sheffield and my home in Nigeria.

I developed a keen interest in the BME role following a conversation with a friend who told me about the existence of the BME attainment Gap; which shows that BME students were less likely to achieve good honours i.e. 1st or 2.1 than their white British counterparts despite having equivalent or higher entry grades. This is a national issue, with Sheffield Hallam having decreased their gap from 24% to 19% in the last three years.

Following this motivation and my subsequent BME rep role, I got more and more involved in the Students' Union and started to understand the different opportunities, and facilities on offer by the Students' Union and what a huge difference it makes to the lives of students even if students never know that it does.

I didn't want to leave the work I had started behind and wanted to see it progress significantly, and so decided to run for President because I felt that would give me access to certain places and avenues for change.

I succeeded in getting the role of president with the help of the most fantastic campaign team ever and accomplished an impressive 1330 votes out of 2218 cast.

Dapo's aims and promises

- To work on reducing the BME attainment gap in order to help create a more level playing field for all students after their degrees; having already joined the Sheffield Hallam BME attainment gap steering group and also developing some work I undertook during my BME rep position.
- Reduce the 'hidden costs of being a student', particularly concentrating on the price of printing, catering and for specific courses such as, woodwork or jewellery courses where students feel like they are paying for the same course twice with the additional costs they pay.
- To focus on the general assessment journey, addressing the inconsistencies in feedback for students and driving to ensure anonymous marking is used in every case possible.
- Increasing student engagement with the Students' Union in order to ensure that they take full advantage of the opportunities available to them and increasing representation in the Students' Union liberation groups.

What would you want to say to students and staff?

Students should recognise and understand that the Students' Union is here to represent your interests and our job is to make sure that you get the best from your time at university, in everything from sports, to societies, academics, employability and great club nights. Sheffield Hallam University and Students Union have some of the most helpful and dedicated staff members I have ever come across anywhere, their contributions to my life has been immeasurable, so take advantage of them being around.

I would like students to understand that you should never settle, too many students just come and think if that's the way it is then that's the way it should be, but students need to understand that we're paying to be here so it's not acceptable to just say 'it's fine'. We must demand the very best from the university and ourselves and remember to 'Never to settle for any less than you deserve'.

We can ask for more. We should never be afraid to ask for more. I would also say enjoy; enjoy your student life. You're only here for around 3 years, it goes so quick. So come down to the students' union meet the other fantastic officers Hassan, James, Peter and Emily and the part time reps that represent you; share your ideas, show your appreciation, tell us what's wrong or just pop in for a chat. You could also become an officer or part time rep yourself.



Women in science, technology, engineering and maths

National women in engineering day - 23 June

23 June 2015 saw the second national women in engineering day occur in the UK, with Sheffield Hallam University engaging with local schools to work with the RAF on a natural disaster scenario day.

Approximately sixty year ten and eleven girls who had an interest in finding more out about engineering as a career attended the University, where they were asked to respond a hypothetical natural disaster and work together to rebuild the community.

The RAF is particularly interested in this type of response work because it fills a lot of their time. They worked with the pupils to set up the day and encourage them through the task.

As the day went on the students built bridges, harnessed energy, put together shelters and talked to lots of women and men working and studying in engineering. These discussions gave them the opportunity to talk to staff, students and employers to discover what they do, how they use STEM skills in their everyday life and whether they might want to take the challenge of pursuing this career path.

It was a great opportunity to use networks to help build widening participation into STEM subjects, as well as giving the stem ambassadors, people from industries, construction companies, the advanced manufacturing research centre and our own university the opportunity to participate in activities to encourage women into engineering subjects and careers.

During the day they also helped celebrate the one year anniversary of Sheffield Hallam's women in engineering and science society, who have had a very busy and successful year with outreach and events.

Sheffield Hallam University have a long-standing relationship with the RAF, having worked with them already on widening participation work experience programmes that have contributed to the RAF being straight allies. At the end of the day the students were asked to make a pledge and many pledged to find out more about engineering, planning to talk to their family, friends and look up RAF career options.



Festival of Science and Engineering

The Festival of Science and Engineering takes place every year but has a particular reputation in Sheffield as one of the biggest festivals in the country. Sheffield Hallam and the University of Sheffield work in collaboration with local schools, museums, industry and commerce to organise British Science Week.

Activities throughout March included: 'From Protons to People: How Chemistry Affects Everything' by Dr David Smith, 'Alzheimer's Disease - What Happens Inside the Brain?' by Professor Annalena Venneri and 'Steel, Strength and Stamina' by the Sheffield Industrial Museum Trust.

Each year the two Sheffield universities try and encourage more women to be involved in the events, this year resulting in a talk by Christina King, Dr Heather Driscoll and Alice Bullas, Centre for Sheffield Hallam University about the TV series 'Speed with Guy Martin'.

The Centre for Sports Engineering Research at Sheffield Hallam University was commissioned by North One Television to work on the TV series 'Speed with Guy Martin'. The first challenge was to design and build the world's fastest toboggan, which successfully smashed the world record achieving 83.49mph. The second challenge was to set a world speed record for a soapbox (gravity) racer by beating an unofficial record of 84.4mph which was achieved in spectacular style.

During the festival the University also invited Tom Welton from Imperial College London to talk about their achievement in gaining gold standard Athena SWAN status. Athena SWAN encourages and recognises commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.

The University is a member of Athena SWAN and spent this time hearing about ways in which we can expand our commitment to supporting women in STEM subjects. He talked about making the workplace more inclusive, providing opportunities for social interaction and ensuring there are Athena SWAN champions across the university. His engaging approach has helped us think about our approaches and improvements we can make.

Mentoring scheme *championing cultural diversity*



Starting university can be challenging for students as they move away from their families, friends and support structures. They must overcome barriers when establishing friendship networks. Students who fail to integrate into the university community are more likely to disengage, fail or withdraw.

In response, Samantha Jane Logan at International Student Support designed Culture Connect – a cross-cultural volunteer mentoring scheme to give students a peer support network, which supports them through social transition, as this underpins their academic success.

Starting from a small pilot, this year the scheme grew to 146 students from 33 countries, including home students. Students had a one-to-one mentoring relationship with someone from a different country and engaged in structured mentoring sessions, where they shared their experiences of transition, exchanged information and encouragement.

Members were allocated a learning set – a close group of mentors and mentees who work together. Through this they developed group-work skills, cultural awareness and gained a wide range of perspectives.

Both the one-to-one mentoring sessions and the learning set meetings gave students chance to reflect, discuss hopes and challenges and share helpful advice to empower each other on their student journey.

Members benefitted from regular soft skills development sessions and networking activities which prepared them for their future careers, and increased their engagement with the University.

Culture Connect is one of many exciting SHU GoGlobal projects organised by International Student Support which encourages students to have a global outlook. By encouraging students from different cultures to work together, Culture Connect prepares them to make a positive contribution to a global economy.

Samantha said:

'The scheme has provided a safe environment for students to come together, celebrate diversity and overcome deep-seated cultural assumptions. It's wonderful to see!'

Students said:

'Culture Connect is a place to find love and acceptance by everyone, no matter who you are.'
Okeoji Emeghinike Emeka, mentee from Nigeria

'Spending time with friends from different parts of the world has made me realize even more about both the good and the bad of the culture of my hometown. I have learned a lot from their way of interaction, their way of studying and their way of life in general. It has been an eye-opening experience.'

Amy Ng, mentor from Hong Kong

'Knowledge of other cultures, diversity, communication and teamwork are skills I want to cultivate beyond my time here. I will incorporate skills gained from Culture Connect when I work in' Sami Riaz, mentor from UK

'Through the scheme I have had the opportunity to meet people from India, Nigeria, Kazakhstan, China, Malaysia, Brazil, Poland, Pakistan, Venezuela, Estonia, Japan and Hong Kong. These are people I otherwise would not have had the pleasure of meeting.'

Katrina Love, mentee from UK

Time to change: *an update*



It is now nine months since Sheffield Hallam University and Hallam Union marked World Mental Health Day by signing Time to Change pledges at a shared event. The pledge outlines the institution's commitment to end discrimination towards individuals with mental health difficulties.

Progress on the majority of action points in the pledge has been positive. The Student Mental Health policy and procedure has now been approved by the Academic Board and we are in the process of disseminating it across the institution.

Sheffield Hallam University and Hallam Union have worked together in order to run two Time to Change roadshow events during the academic year, which have attracted a great deal of interest with materials being picked up by both staff and students.

One of the events centred around the theme 'choose to disclose' giving those who attended the chance to consider disclosing their mental health difficulties to either the university and/or other mental health services.

Alongside this, a new 'Mental Health promotion for Line Managers' course is now available, the content including looking at recognising and addressing early signs of stress, distress and mental health conditions at work, in addition to developing practical strategies and maintaining healthy practices in the workplace. Plans are being discussed to make this mandatory for all line managers.

An additional 8 copies of the Time to Change pledge board have been obtained and put up across both campuses. The progress on the points in the pledge action plan is being monitored by the Mental Health Promotion group. This group was originally set up to co-ordinate activities around signing the pledge. Over time it has become more representative with membership from across the institution.

Sheffield Hallam University has recently joined the Healthy Universities national network, which aims to create learning environments and an organisational culture that enhances health and well-being of University communities. One of the strategic initiatives for the academic year 2014/15 linked to this was to sign the Time to Change Pledge, aiming to reduce stigma and raise awareness of mental health and of mental health difficulties.

A considerable number of people have been involved in the bid to sign the Pledge and the aim now is to keep mental health promotion on the agenda and to raise awareness of Sheffield Hallam University's commitment to combat stigma across the University community.



Unconscious bias awareness: *training module launched*



Over the last year HR and Equality and Diversity team worked together to develop and launch a new unconscious bias training module across the University.

Unconscious bias (sometimes referred to as implicit bias) happens by our brains making incredibly quick judgments and assessments of people and situations without us realising. Our biases are influenced by our background, cultural environment and personal experiences. We may not even be aware of these views and opinions, or be aware of their full impact and implications. This bias can affect working relationships and impact on our processes such as the recruitment and selection of both staff and students.

We piloted the module in January 2015 with academic and professional services staff from a range of faculties and departments.

Feedback included:

“a very interesting subject - it's definitely raised my awareness”

“the recruitment scenario especially stuck in my head”

“I was unsure whether an e-learning module would be useful to me, but in reality I found this very worthwhile to do”

“Makes good use of plain English to explore complex concepts, without being patronising or threatening and provides a variety of ways to interact with the material to maintain interest”.

We reviewed the pilot feedback to make sure the module reflected the University environment. The launch took place at the beginning of July 2015 and by the end of July over 150 people had completed the training.

“The Unconscious Bias module is an important enhancement to our equality and diversity development programme. I hope it raises awareness of an interesting and challenging subject and encourages staff to talk about the implications for their individual practice, team or work area”. Sarah Swales, assistant director, HR

To find out more, please visit the Unconscious Bias intranet page. The page includes information on the topic, a link to the module plus further development options upon completion. We encourage all staff to take the module and discuss any implications for their team and work area.

Find the module on the intranet page: <https://portal.shu.ac.uk/departments/HRD/development/yourself/Pages/Unconscious-Bias.aspx>



Dyslexic student wins award

A materials and engineering student has overcome dyslexia to win a national award.

Jon Forster, 25, was awarded the prize of technician of the year by the Institute of Materials, Minerals and Mining, who judged his contribution to the sector as exceptional.

Having graduated with a first class foundation degree in materials engineering, Jon is now studying for a bachelor's award in the subject, which he fits in part-time around his job at AMEC Foster Wheeler.

Jon said: "I was ecstatic to find out I'd won the award. This is a phenomenal achievement for me. I have always struggled with education because I have dyslexia, so I never thought I could aspire to this level. I intend to use this award to inspire future technicians and engineers."

Dr Paul Bingham, course leader for materials engineering at Sheffield Hallam, nominated Jon for the award. He said: "Jon has consistently applied himself and has worked diligently throughout his studies and was a natural choice for a nomination."

Since then Jon has also been a runner up in the Engineering Construction Industry Training Board (ECITB) final for the Learner of the year award: a category to acknowledge and celebrate an exceptional learner who undertook learning and development using an ECITB programme or programmes

Football Unites *Racism Divides*



Students from the sport studies course have been practically applying their media skills by writing an article for Football Unites Racism Divides (FURD). The students took part in a trip to the organisation as a result of the recent racism experienced in the sector, exploring the troubles around racism in sport.

FURD is a youth and social inclusion project and charity based in Sheffield, England, which works locally, nationally and internationally to combat racism and increase understanding between different communities.

The students, who are all in the final year of their degree have been interviewing the staff and young people at FURD about their take on racism in football. Some of the students got involved in helping FURD to tackle the problem by bringing together isolated communities for tournaments and leagues, as well as some playing a game with the young people at FURD.

The visit was organised by Sheffield Hallam's Venture Matrix scheme and formed part of the students' course which required them to produce a piece of sports journalism which investigates a relevant social issue.

Module leader Beth Fielding-Lloyd said: "Part of the ethos of their course is linking wider social issues in sport to ordinary people's everyday experiences.

"The challenge for students here was to produce sport journalism that investigates issues that are current and newsworthy whilst also discovering how they impact on people within their community."

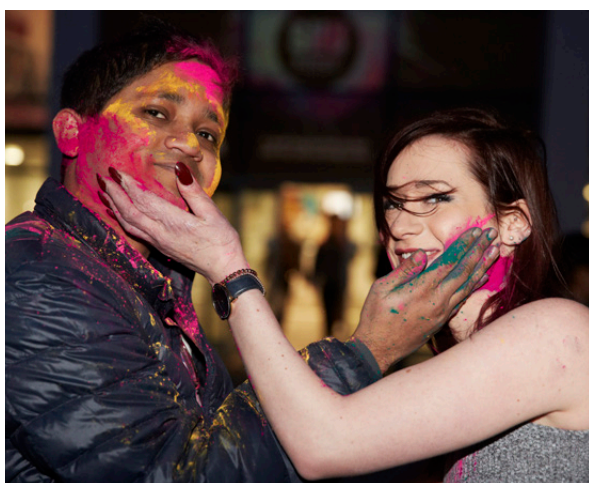
The decision to focus on the problem of racism in football was inspired by a piece of research which has revealed the relative lack of black and minority ethnic coaches in professional football, as well as recent news about Chelsea supporters being banned after an incident on the Paris Metro.

Michael Fazakerley, the student judged to have produced the best feature article about the trip, has had his article published on the FURD website. He explores the negative media attacks surrounding immigration and exposes the lack of funding for initiatives similar to FURD, for example, he reveals that "Sport England, which is responsible for community sport, has seen its funding cut by an astounding 33%".

As the session began we were promptly asked if we wanted to join in. In doing so we got to meet and chat with some of the members who have come from as far away as South Asia and Central Africa. Initially we were apprehensive about how we would fit in as our only understanding of asylum seekers and refugees was through the media, much like the majority of the population. However, within minutes we were all having a conversation about our shared love of football.

It seemed that football created a level playing field, where background, culture and nationality became redundant. The charisma of many and their confident attitude towards football was fantastic to see, something that is often neglected in the British media's portrayal of these groups.

**Matt Stone and Chris Nicholls
Undergraduates, Sheffield Hallam
University**



SHU Fest

In March, students and staff organised a weeklong celebration of dance, music, poetry and more to showcase the talent and diversity at Sheffield Hallam University. Led by the International Experience Team, SHU Fest is now in its sixth year.

There were more than 50 exciting events, many of which were open to the public such as a Brazilian Carnival, Thai dancing and an Indonesian Angklung orchestra.

The festival kicked off with an Irish folk acoustic set by Emily Connor, president of the Students' Union. Meanwhile the Cocklebread Band made up of Sheffield Hallam staff provided a treat for the ears of folk and bluegrass fans. A 60-minute Portuguese master-class and an Omani fashion show featured beautiful designs by student Hajar Alruzeigi.

Indonesian students cooked up their favourite recipes from back home and taught others their skills, while national league champion ballroom dancer Fides Matzdorf, from Sheffield Business School, and her partner Ramen Sen performed in the Heartspace. SHU Fest culminated with a colourful celebration of the Holi Festival -- a traditional Indian festival which marks the coming of spring, where people threw clouds of rainbow-coloured powder at each other.

Samantha Jane Logan, one of the organisers from the International Experience Team, said: 'Sheffield Hallam University has an amazing range of student talent from around the world. Each year SHU Fest provides a fantastic opportunity for students to get involved in something extra alongside their studies, showcase their cultural traditions from home and abroad, and gain additional experience to make their CV's stand out. SHU Fest is one of the many exciting SHU GoGlobal projects which aim to broaden our students' horizons and foster a feeling of community amongst our 34,000 students.'

Find out more about SHU Fest and other projects at shu.ac.uk/global

Keep in touch

Sheffield Hallam's Equality and Diversity website: a site with information about our events, the equality act and equality duty, equality reporting and staff networks.
shu.ac.uk/university/overview/diversity

Equality: the big picture: a blog for the work undertaken by Sheffield Hallam University staff and students to create a fair and inclusiveness environment within the University and further afield. This is an informal site for discussion,

guest posts and equality and diversity awareness.

blogs.shu.ac.uk/thebigpicture

Staff networks: a site for more information about our staff networks
<http://www.shu.ac.uk/university/overview/diversity/forums.html>

WiSET: a website for the team who widen the participation of under-represented groups in science, technology, engineering, maths (STEM) and the built environment
wiset.org.uk

🐦 @TrishElwis Diversity Support Officer at Sheffield Hallam University

🐦 @Aloma_shu Equality and Diversity Officer at Sheffield Hallam University

🐦 @SHU_Signal_LGBT The LGBT Staff Network at Sheffield Hallam University

