

Welcome

Welcome to the first Business School EDIC newsletter of 2024! As a committee, we have been working hard to integrate Equality, Diversity and Inclusion in all aspects and workings of the school, since we reconvened in June last year.

As the current EDIC chair, I cannot write about reconvening the committee without acknowledging the hard work of those chairs that have gone before me. Angela Black who recently retired, was instrumental in putting together the EDIC committee as she handed the reigns over to me. Mark Whittington, the previous co-chair and now our Athena Swan lead, has played a key role in reinstating the work of the committee, with me. As we are putting the final touches to our newsletter together, we have news that the Business School has been conferred Athena Swan Bronze Award!

EDIC comprises of 16 members specialising in various areas of Equality, Diversity and Inclusion and cuts across Research, Teaching and Professional Services. Their names and roles on EDIC, can be found on our new landing web page. We are currently updating this page to become interactive and include useful EDI information for our staff and students. So, keep an eye out for updates.

We have covered a lot of ground in our first 6 months and here are some highlights:

- We achieved the Athena Swan Bronze award under the lead of Mark Whittington in March 2024
- Created closer links with our Education committee, led by Stephanie Morgan and deputised by Eva Pocher

- EDIC continues to have close links with our research committee through Huong Vu
- Created closer links with our student body on matters of EDI, under the lead of Lindsey Tibbets
- Clare MacArthur joined EDIC as School Disability Inclusion officer for staff and students
- I have been involved in developing the Race Equality Charter Bronze award report with a University wide committee, .
- We are preparing to submit an update to our UN-PRME accreditation which aligns our teaching practices with the UN Compact for Education, led by Muhammed Bolomope

This newsletter times itself in March to help us celebrate International Women's Day. It is apt that we celebrate the Women in the Business School and our Athena Swan success in this issue. I hope you enjoy our newsletter compiled and designed by EDIC's publicity lead, Lucy Derry. Please get in touch if you have news for future editions or if you would like to be involved in our work

Varuni Wimalasiri - EDIC Chair,
Business School



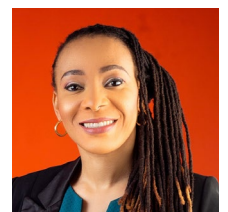
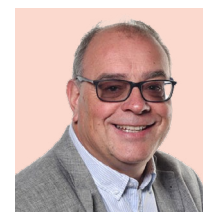
We have been conferred the Athena Swan Bronze Award

Our application for retaining our Athena Swan Bronze award was finally submitted in January and we were conferred the award in March. We are delighted with the result. Athena Swan is chiefly concerned with gender equality for staff and students, though it is increasingly concerned with the way this might interact with other equality dimensions, race primarily.

The putting of the document together, 76 pages of words, tables, graphs and pictures, required the input of people from across the School and University – as examples, from a signed letter of support from the Dean to data concerning student and staff numbers to inputs from Education and Research committees to the responses from the culture survey that we undertook last year – thank you! We were very grateful for the support and encouragement along the way.

A key part of the report is the new "Action Plan" – the steps we have set out to improve the current situation. Our next steps will involve making sure that we keep track of our progress steadily over time and consider adjustments to reflect successes or struggles along the way. We will be in touch with how you can help.

**Mark Whittington and
Amaka Akinteye**



The International Women's Day – A call for equal rights

In the wake of the Industrial Revolutions early 20th century, women began protesting for equal rights, equal pay, and shorter working days. Calls for an International Day for Women's rights grew louder. In early 1910, Clara Zetkin requested the introduction of an annual International Women's Day (IWD) at the 2nd International Conference of Working Women in Copenhagen, hereby calling for an annual reminder to provide women with equal rights to men. All representatives of the 17 countries approved her request. Since 1911, the Women's Day is celebrated in many countries, with 29 countries including parts of Germany having the IWD as a public holiday.

Across Europe, the International Women's Day was and is celebrated differently. The former German Democratic Republic (1949-1990) honoured women on the 8th of March by politicians giving speeches, free banquets, appraisals & rewards for women. In addition, it was tradition that men gave each woman a single carnation. Even to this day, men in East Germany give women a single carnation on the 8th of March to show their respect and support for equal rights.

In West Germany and the UK, the IDW is recognised differently. Often news channels and social media celebrate women's rights on the 8th of March, reminding the world that women are still often not paid equally nor often have the same rights as men. In both countries, there

are men – but also young women – who do not seem to remember the IWD nor celebrate it as such. However, the University of Aberdeen is recognising the achievements & the call for equal rights for women around the IWD, providing interesting and thought-evoking workshops. The upcoming IWD will hopefully remind women of their achievements and encourage them to keep fighting for equal rights. And thus, let us celebrate women on the 8th of March.

Sources:

<https://www.internationalwomensday.com>

<https://www.history.com/news/the-surprising-history-of-international-womens-day>

<https://www.bbc.co.uk/news/world-64723201>

<https://www.glamour.de/artikel/frauentag-feiertag>

Eva Pocher - Deputy Lead Education on EDIC.



International Women's Day

Online Reporting Tool

If you have experienced any form of harassment, bullying, violence or sexual misconduct, you can [report it](#) using our Online Reporting Tool. You can also speak directly with a [Member of HR](#) or a [Student Support Advisor](#). However, you do not need to make a formal report in order to access support – it is important that you look after yourself as a priority.

More information on the support available can be found on our [website](#). It is okay to talk about your

experiences, and you don't have to cope alone.

Lisa Kilgour - Student Support Advisor



LGBTQ+ History Month – Recommendations

February is LGBTQ+ History Month! To celebrate members of the LGBTQ+ Staff and Postgraduate Network have come together to share their recommendations for LGBTQ+ entertainment. Whether you're looking to expand your reading list, find a new podcast or want something to binge on Netflix on the weekend. Why not check out what we recommend:

Books

- The Once and Future Witches by Alix E. Harrow
- The Mercies by Kiran Millwood Hargrave
- In the Dream House by Carmen Maria Machado
- One Last Stop by Casey McQuiston
- Red White and Royal Blue by Casey McQuiston
- Infamous by Lex Croucher
- Nimona – ND Stevenson
- My Government Means to Kill Me by Rasheed Newson
- And the Band Played on by Randy Shilts
- A Dowry of Blood by S.T Gibson
- An Education in Malice by S.T. Gibson
- Bright Falls series by Ashley Herring Blake
- Heartstopper by Alice Oseman

- Our Wives Under The Sea by Julia Armfield
- The Seven Husbands of Evelyn Hugo by Taylor Jenkins Reid
- Pageboy by Elliot Page

Films

- Disclosure
- But I'm a Cheerleader
- Pride!
- Nimona
- Bottoms
- Hedwig and the Angry Inch
- Shiva, Baby
- Bound
- Fire Island
- All of Us Strangers
- Tell it to the Bees
- Ammonite
- Summerland

TV Shows

- Heartstopper
- Gentleman Jack
- Sha-Ra and the Princess of Power
- Big Boys
- First Kill
- Sense8

Games

- The Last of Us
- Your Royal Gayness
- Gone Home
- Life Is Strange
- Celeste
- If Found
- Baldurs Gate 3

- Dragon Age
- Mass Effect
- Night In The Woods
- The Outer Worlds
- Legends of Tomorrow

Songs

- Prove it on me Blues by Ma Rainey
- Pride by Grace Petrie
- Black Tie by Grace Petrie
- She's My Religion by Pale Waves
- Silk Chiffon by MUNA and Pheobe Bridges
- One of my Girls by Troye Sivan

Podcasts

- Handsome
- Queer Movie Podcast
- Green Dreamer
- Bad Gays
- Gender Reveal
- Outward

Lucy Derry - Publicity Lead -EDIC



Gender Equality at COP28

COP28 is The UN's Climate Change conference, which was held in Dubai, United Emirates in Dec 2024.

This proved to be a milestone event which included:

- First global stocktake which reported on gaps to the progress to addressing climate change under the Paris Agreement (i.e. meeting greenhouse emission targets, meeting resilience quotas, support for vulnerable nations).
- A decision being made, for the first time, to speed up the transition away from fossil fuels, to address the gaps

The University of Aberdeen's delegation contributed to many of the themes at [COP28](#). I represented the business school through my research on the theme of Gender equality in Climate Change. Current projections show that in the face of climate crisis, women are most likely to be impacted to a greater degree due to already existing inequalities (UN, 2023). And their

needs least likely to be met, from a lack of representation in official decision-making bodies (UN, 2024). The delegations addressing this topic were represented by women from minority -indigenous populations, governments, policy-related decision makers, academics and NGO's. The discussions were timely and centred around creating mitigation, involving more women in climate discussions, and encouraging governments to increase representation of women, particularly from affected communities in their decision

making. Those from the COP28 gender equality theme were actively involved in overturning a decision made at COP28, to instate an all-male COP29 committee, to achieve a more balanced representation including equal numbers of women. And so immediate equality was achieved through discussion and active engagement.

What are you doing in your area work to address gender inequality?

Varuni Wimalasiri - EDI Lead



Is your Curriculum Decolonised?

(or more importantly, can your students 'see themselves' in your course?)

There are some excellent examples of work done already in the Business School on 'decolonising' our curriculum but there is also some confusion about what that actually means. Are we talking about removing some content, making sure we contextualise the content instead so that assumptions are clear, or do we move further and evaluate how we are representing cultures and communities and whether we are relying on a limited range of countries and dominant narratives in our course.

Some of the best people to ask about whether reading lists, cases and curriculum content (and indeed, assessments) really recognise a range of backgrounds are our students. Do they see under-represented areas and ideas in our courses and are we being truly inclusive and diverse?

There are some great help pages on the following links:

- [The UoA Decolonising the Curriculum website](#)
- [The Language Matters Portfolio](#) (The Anti-racist Curriculum project)



If you have a good example of something you have addressed in your work, please let the EDI team know, we would love to showcase some to help others see the range of concepts we can consider under this umbrella term.

Stephanie Morgan - Head of Education on EDIC.



Staff Spotlight

Living and Working in Qatar

I'm Dawn McCartie and I moved to Qatar in 2021 to work for AFG College with the UoA. I am a lecturer and the MBA Programme Leader, having held various academic and senior management roles in UK HEI since 2011, prior to this I was a Marketing and Business Development practitioner. I am originally from the NE of England, and haven't moved away until now, so this was a big move for me and my family. Settling into a new home and culture was a big change. My typical day is very much like it was in the UK, it's just that the sun is always shining here! I didn't really know what to expect but as a result of living and working here I have deepened my appreciation for the diverse religious, ethnic, and cultural

identities which thrive in the country. Locals have warmly embraced me, and as a working woman I have joined various groups including the Qatar Professional Women's Network, and carried out numerous leadership and empowerment sessions (with my colleague Dr Nadia deGama) specifically for females, in our "For

Women by Women" series. I have learnt a lot about myself since being here, and developed by cultural intelligence from both an academic and personal perspectives. I miss the North East of England, but Qatar is now firmly my home!

Dawn McCartie - Lecturer in Management



Living and working in Aberdeen

I am Loliya Kagher, a University of Aberdeen Business School lecturer. I have been working at the University of Aberdeen since March 2023. I have worked across some higher institutions in the United Kingdom, including the University of Manchester, Liverpool John Moores in England, and Edinburgh Napier University in Scotland. Likewise, I studied at the University of Glasgow, Scotland; the University of Manchester; and Liverpool John Moores University in England. Originally from Nigeria and naturalised in the United Kingdom, I have been inspired and challenged by forms of inclusion across the

different cities and institutions with which I have been associated. I have always loved Scotland for several reasons, namely the people, the lovely scenery, and the history. Working and settling in Aberdeen has been an inspiring journey; I got married in Aberdeen, worked with (and still volunteer with) charities helping migrants settle in the city, and I have a wee son who was also born here. I can say, Aberdeen is home for me.

Loliya Kagher - Lecturer in Management

