The Equal Opportunities Policy and Monitoring Group met three times in 2015-16.

Equality Policy & Public Sector Equality Duty
The Equal Opportunities Policy and Monitoring Group held an exceptional meeting in Hilary Term 2016 to draft Mansfield’s new equality objectives for 2016-2020. The three main objectives from April 2016 are to foster good relations between members of the college who share a protected characteristic (as defined by the Equality Act 2010) and those who do not; to undertake an annual review of all recruitment monitoring; and to undertake equality analysis (formerly equality impact assessment) for existing, new or adapted buildings to ensure legal compliance.

College Officers
A new Tutor for Disabilities was elected in Michaelmas 2015. Professor Andrew Higgins took over the role from Dr Pam Berry.

Disability and Access
Building work on the College’s new Love Lane Building commenced in 2015. This building will comply with all applicable building control regulations relating to disabled access and use. In particular:

- It includes three student study-bedrooms of a larger than standard size and specifically configured for occupation by disabled users, including wheelchair users.
- Access will be via ramp and automated entry door to support wheelchair access.
- All floors will be accessible by lift, suitable for wheelchair access and any other limitations on mobility.
- The toilets include one disabled toilet facility and other cubicles which support access by persons with mobility issues.
- All common area lighting is motion detected, removing the need for switches.
- The project also includes completion of the resurfacing of the quad for ease of use by wheelchair users and other users with mobility issues.

In Hilary Term 2016, a drop-in session was arranged in College for students to meet with the Disability Advisory Service contact for Mansfield, Sara Scott. Students were welcome to discuss with Ms Scott the support available to them, and to ask any questions. The Tutor for Welfare, Senior Tutor and Academic Registrar also met with Ms Scott prior to the drop-in session, to introduce her to the disability team and to discuss best practice.

Student Initiatives
The JCR and MCR held Sexual Consent workshops in Fresher’s Week which were well attended.

In Michaelmas Term, the MCR bench created a new role of Equality Representative. As this would include in its scope the representation of women, the role of MCR Women’s Representative was removed from the bench.
The JCR and MCR collaborated throughout the year, with JCR and MCR Peer Supporters working alongside one another to create a unified team, and a joint LGBTQ+ themed film night planned for Trinity Term.

In Trinity Term 2015, the MCR approved a gender-neutral Constitution.

**College Lectures and Events**
A number of lectures and events were organised by and hosted in the College with the aim of promoting equal opportunities, including:

‘Let’s Talk about Sex: Negotiating Mutual Consensual Sexual Relations in Modern Times’ (Nina Burrowes, MT 2015)
‘Sylvia Pankhurst, Feminism and Social Justice’ (Rachel Holmes, MT 2015)
‘Celebrating International Women’s Day: A Lot Still to be Done’ (Pragna Patel, Natasha Walter, Baroness Helena Kennedy QC, HT 2016)

On 2nd November 2015, Mansfield sponsored and hosted a talk by Professor Fiona Jenkins (Philosophy, Australian National University) with a follow up discussion panel comprising: Anil Gomes – Philosophy Faculty Graduate Welfare Rep; Karen Margrethe Nielsen – Philosophy Faculty Graduate Women’s Officer; and Paul Lodge – Philosophy Faculty Equality and Diversity Officer.

The talk was titled "Which Part of the Story does Unconscious Implicit Bias Analysis Capture?" and considered the relationship between unconscious bias and other factors relevant to the progression of women academics in academic philosophy.

On 11th June 2016, Mansfield sponsored and hosted a conference called 'The Philosophy of Iris Murdoch'. This one day event comprised 4 talks, considering a number of different themes from the philosophical writings of Iris Murdoch.

The aim of the conference was to continue promoting the work of this important 20th century philosopher, due to the intrinsic value of her work and the significant part that she plays in efforts to provide role models for women interested in pursuing philosophy.

**Gender**
In Hilary Term 2016, the Mansfield College Trans Policy was published on the College website, following the University’s transgender policy and guidance. In the same term, a number of staff and students in welfare and administrative roles attended a ‘Gendered Awareness’ session organised by the LGBTQ+ Tutor, Professor Ros Ballaster.