

In order to get a better idea of the current perception of E&D within the MCR¹ community, a survey was circulated within the MCR via email.

The Equality & Diversity officer of the MCR undertook a coordinated communication campaign about anti-racist resources, allyship initiatives, and various on-going events and activities related to generating greater inclusivity within the university and college community.

The MCR formed an E&D Working Group, which was open to all members of the MCR community. The group meets twice per term and serves as a safe space for discussion of concerns, the proposal of new ideas for activities or events, and for collecting feedback on the on-going equality initiatives happening within the College.

EDI workshops were delivered to the JCR² and MCR as part of induction week for new students.

Working with a certified BSL teacher in London, the MCR Committee completed an introductory workshop in British Sign Language, open to all MCR members.

The MCR delivered an active bystander training workshop.

The College flew the rainbow flag for the duration of LGBT+ History month and also flew the Trans* Pride Flag on Transgender Day of Remembrance.

The College ran an LGBTQ+ themed essay competition for current undergraduates and schools participating in the Step Up outreach programme. Winners and runners-up were selected from both undergraduate and school participants.

The College has been active in the creation of the Black Academic Futures Scholarships. The College is seeking to fund its own BAF Scholars, and has also agreed to take on a BAME DPhil Scholar in Law.

Work began on *Testimony*, a publication showcasing the achievements of New College's BAME members.

The College's Governing Body agreed to create a new category of Visiting Research Fellow, where the objective would be to bring in diverse academics, so that the College might benefit from their academic and research expertise. Positive action would also be used to recruit some of these.

For the first time, the College officially celebrated Black History Month, the inaugural event being a JCR sponsored lecture on Toussaint Louverture in the context of the new biography, 'Black Spartacus'.

The College hosted the President and Vice-President of the Oxford Afro-Caribbean Society at High Table with the Warden and JCR Representatives.

The College held its third BAME Dinner, celebrating the achievements of current and former students that identify as Black, Asian and Minority Ethnic. New College Old Member Dr Grace Ofori-Attah (2005 Medicine) was the after-dinner speaker.

¹ Middle Common Room, the community of postgraduate students at New College.

² Junior Common Room, the community of undergraduate students at New College.

