



The College Admissions Office reviewed their regular emails to applicants, and adopted more inclusive language in emails to students about declaring disabilities.

The College Academic Office began a long term data collection exercise, with the aim of comparing admissions data (such as school leaving qualifications and test results) to Final Honour School performance. Admissions data, including school type, was recorded for students entering the College as undergraduates in Michaelmas 2016.

The JCR updated the content and style of their guide for new students, making it more accessible to all readers.

The College flew the rainbow flag during LGBTQ+ History month, and agreed to do so in future.

The College appointed a Tutor for Welfare, and will hold the first meeting of the Welfare Committee in February 2017.

The College also agreed to appoint an Equality and Diversity fellow.

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Between January 2017 and January 2018 the College Academic Office continued to gather data for the long term exercise which compares admissions data to Final Honour School performance.

The College flew the rainbow flag during LGBTQ+ History month.

The College held its inaugural Welfare Committee in February 2017.

The College appointed Dr Abigail Adams as Equality and Diversity Fellow.

The MCR expanded its committee to include an Equalities Officer.

Work began on building more accessible student bedrooms in the Morris Buildings.

The wheelchair lift outside of Lecture Room 6 was replaced.

Plans and designs were approved for a new College website of the highest accessibility standard.

The College held its first BAME Dinner, celebrating the achievements of current and former students that identify as Black, Asian and Minority Ethnic.

The JCR founded a fortnightly Women's Discussion Group, and "Sip and Solve"; a weekly space where women can collaborate on academic work.

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Between January 2018 and January 2019 the College Academic Office continued to gather data for the long term exercise which compares admissions data to Final Honour School performance.

In advance of the undergraduate admissions process, the Head of Outreach presented to Governing Body the findings of the statistical report on undergraduate admissions, released by the University. Focus was placed on the state: independent ratio, gender imbalance, postcode data, and Black-British under-representation.

An increased percentage of undergraduate offers were made to students with a Widening Participation "flag", rising from 8.4% to 12.8%.

The College increased its financial support for Target Oxbridge, and also made more rooms available to the UNIQ Summer School.

The JCR created “day in the life” vlogs, designed to encourage a more diverse range of undergraduate applicants.

A BAME Working Party, chaired by the Warden, was created and now meets regularly.

A BAME-themed essay competition was created for year 12 students from partnered Step-Up schools.

The Academic Registrar and Head of Outreach held a focus-group with women undergraduates to explore their experiences of admissions and studying at New College as women.

The College created a Working Group to organise a celebration of the 40<sup>th</sup> the college create

Working with the College's Salvesen Fellow, the Library established a Student Welfare and Study Skills Collection to provide a bibliotherapy service to help students manage and respond to personal difficulties or challenges they face. Covering areas including Anxiety, Depression, Eating Disorders, Self-Help Resources, Sexual Identity, and Women's Issues, the collection has been assembled in consultation with the College's GPs and the University's Counselling Service and it is promoted via a dedicated webpage.

Drawing upon its manuscript and rare book holdings, the Library tweeted on music and disability, 2018's UKDHM theme, during UK Disability History Month; the Library also initiated what will be long-term planning to improve the Library for readers with disabilities.

The JCR ran a new "Understanding Disability" workshop in Freshers' Week, along with the Race Equality, LGBTQ+ 101, and Sexual Consent workshops.

The JCR used image descriptions on their social media and email communications in order to make them more widely accessible.

The College's new, more accessible website was launched.

The fully accessible Kimber Wing was completed, including bedrooms for students and their full-time carers.