Large astrophysics department:

~50 staff, ~15 PDRAs, ~30 PhD students

- Joint undergraduate degree with the University of Liverpool (~100 students)

- Taught MScs ~ 90 students
Our EDI journey

- **2014**: Became a Juno Supporter
  - Established a departmental EDI committee

- **2017**: Student/Staff Survey

- **2018**: Became a Juno Practitioner
  - Student/Staff survey
  - Created departmental EDI webpage
  - Set up ARI Listener's scheme

- **2019**: 2019
  - Student/Staff survey

- **2020**: Established departmental Slack with active EDI channel
EDI Webpage

Website: https://www.astro.ljmu.ac.uk/index.php/eandd

- EDI Committee
- Bullying and Harassment information
- Information on related University policies for staff
- Information on related University policies for students
- Wellbeing information
- Useful links

Listener’s Scheme
Listener’s Scheme

Webpage: https://www.astro.ljmu.ac.uk/eandd/listeners

- Early intervention to try and prevent bullying and harassment

- Range of (hopefully approachable) people within the department who are there for advice/support/an ear

- Currently 8 voluntary ‘Listeners’ which are split across:
  ◦ genders
  ◦ seniority
  ◦ groups (e.g. admin, technical, teaching, outreach, research)
### Dos and Don’ts

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<thead>
<tr>
<th>Do</th>
<th>Don’t</th>
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<tr>
<td>- provide <strong>advice</strong> and <strong>information</strong></td>
<td>- decide on the validity of a complaint</td>
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<td>- provide a <strong>friendly, supportive</strong> environment for conversation with <strong>those who are distressed</strong></td>
<td>- encourage a particular course of action</td>
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<td>- provide advice, information and a friendly supportive environment to <strong>individuals whose behaviour has been challenged</strong></td>
<td>- represent members of staff in any formal proceedings</td>
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<td>- <strong>identify allegations</strong> which may be beyond remit of the role and refer these cases as appropriate</td>
<td>- investigate allegations</td>
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<td>- receive concerns in <strong>good faith</strong></td>
<td>- make findings</td>
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<td>- respect <strong>confidentiality</strong></td>
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What we’ve learnt so far...

**Training:** there’s a desire for the listeners to receive training in e.g. conflict resolution

**Information:** it’s often a nightmare to sift through university policies and we’re keen to have a ‘summary’ from HR about appropriate policies and support structures within the university more widely

**Confidentiality:** due to the nature of this scheme it’s hard to tell how much it’s being used – or whether that means it’s actually successful or not!

We have had several of the Listeners report that conversations have taken place – so far these have been successful...