

From: Squire, Em
Sent: 23 March 2022 09:10
To: Squire, Em
Subject: REACH project - Included EDI survey information

Sent on behalf of the REACH team

Hi all,

We wanted to let you know that, through the UK Natural Environment Research Council (NERC)-funded project, Making environmental and health equal, diverse, and inclusive: Reflections from a Centre of Environment and Human Health (REACH) we are focused on creating a more inclusive environment for all members of our Centre, and potential members, to thrive here at ECEHH. For us to begin that process, we really need your input.

In the coming 2 weeks you will be invited to participate in a short online Equality, Diversity and Inclusion (EDI) Survey run by an external partner, the EDI Consultancy INCLUDED (<https://www.included.com>). For this survey, we are particularly looking forward to hearing from people who consider themselves to work or have worked at the Centre.

It will be 100% confidential, no one will be able to be identified and INCLUDED will handle the entire process. We appreciate it may not always be easy to share your thoughts with us, so we are hoping by partnering with a notable EDI consultancy we can give you the space to express your reflections.

Your thoughts expressed through this Survey are pivotal in shaping the recommendations INCLUDED will provide for us to create tangible changes.

We have crafted the Survey with our values (below) in mind:

- * To centre well-being and care for the whole person in their complexities
- * Kindness and compassion
- * Commitment to critical thought and reflexivity
- * Reflection and action (should be at the forefront of antiracist and/or decolonial practice).

When you receive the invite to take the Survey this Friday 25 March 2022, please do not miss this opportunity to have your experiences and thoughts heard. We have a relatively small target population (ECEHH colleagues) so we would really appreciate you taking the time to share your thoughts with us by Friday 8 April 2022.

The rest of the REACH project includes activities that you may already be aware of below:

- * Individual interviews and possible focus groups (if you are interested please contact Olivia)
- * Collection and exploration of Centre journal publications 2010-2021; Resources in EDI/Anti-Racism/Decolonisation/etc. in Environment and Human Health
- * HEPE have been involved in developing the project and will be running a workshop in Truro on 28 April 2022.
- * Contact Kath Maguire if you are interested in taking part
- * Speakers and other activities for the Centre
- * Centre meetings to discuss results and develop evolving Code of Practice (Meetings Set up for May)

Many thanks for keeping an open and generous mind as we go through this process. We are all learning and unlearning together and this is an opportunity to take stock, reflect and think about the future of the Centre.

If anyone has any questions, please contact Lora, Dan, Olivia and Beth. In addition, we will provide a series of Drop in Sessions for people to ask questions about the REACH Project (including the INCLUDED Survey) over the next 2 weeks.

Warm regards,

The REACH Team.

From: Squire, Em
Sent: 28 March 2022 03:08
To: Fleming, Lora
Subject: Welcome to ECEHH Inclusion Survey 2022

Dear Centre Members,

Welcome to the European Centre for Environment and Human Health's (ECEHH) Inclusion Survey 2022, which opens today as part of the REACH Project.

This is your opportunity to help develop and improve the way ECEHH works to be diverse and inclusive. Your feedback will help to identify key issues and priorities, as well as highlighting areas of success and good practice.

You will find instructions for taking part on the first page of the survey, but the key things to note are:

- * It does not take long to complete - it should only take about 10 minutes.
- * It is easily accessible - the survey link will work on a PC, laptop, tablet, or on your smartphone.
- * It is completely confidential - the survey is being run by Included (<https://www.included.com>) who are an independent Diversity and Inclusion consultancy. They will manage all of the data capture and analysis, ensuring your anonymity and confidentiality throughout the process.
- * You can complete the survey anytime until Friday 8th April 2022.

Click here to begin: <https://www.surveymonkey.com/r/ECEHHEDISurvey>

If you have any questions, you can contact the Included team members Raafi Alidina or Priya Radia, by email at raafi@included.com and priya@included.com.

Finally, a high response rate is important if we are going to obtain a true picture of how ECEHH members experience their working life, so please take the time to complete the survey. We really value your views, and your well-being. For further consideration of anything that might come up because of this survey or other parts of the REACH project, please see the further information below.

With best wishes,

The Included Team

Well-being Information

If you feel anxious, triggered or have concerns about your well-being, the following resources are available through the University (Ms Sandra McArthur S.A.C.Johnson@exeter.ac.uk (Cornwall HR) and Ms Toni Searl T.Searl@exeter.ac.uk (Colleague Wellbeing Manager)). You can also contact Ben Wheeler or Cornelia Guell if there is anything you want to specifically discuss with regards to the Centre.

The REACH advisory board members (e.g. Malcom Richards, Sabiha Allouche, Tina Verhaeghe, Riadh Ghemmour, Maisha Reza), who are situated in various departments within the university, have made themselves available. if you have any questions you would like to

explore regarding anti-racist and decolonial practice and academic work. They are all happy to be contacted and to have ongoing conversations. See our website for their details: <https://www.ecehh.org/research/making-environmental-and-health-equal-diverse-and-inclusive-reflections-from-a-centre-of-environment-and-human-health-reach/>

The Colleague Wellbeing Pages and Mental Health resources identify various well-being resources within the University, including the external free counselling service Spectrum Life who offer access to six counselling sessions (after assessment) and 24/7 freephone line with a mental health professional providing in the moment support. It may be that a referral to Occupational Health could be helpful for a particular individual so that bespoke support can be discussed.

If you have become aware that some staff are impacted by undertaking these conversations with colleagues, then you may like to use the individual Workplace Pressures Risk Assessments so that we are working proactively wherever possible and initiating conversations with staff to assess if the research may trigger a particular response from any of the team.

The network of Dignity and Respect Advisors support the university in being an open and transparent place to work and study, where all staff and students are actively encouraged and enabled to speak out, specifically about any dignity and respect issues. We actively encourage our community to report any level of racial harassment and discrimination that is witnessed or experienced through SpeakOut, where you have the option of staying anonymous or speaking to an advisor about your options.

There is also an Index of Wellbeing resources provided by the University.

From: Squire, Em
Sent: 1 April 2022 06:25
To: Squire, Em
Subject: Have you taken part in the ECEHH Inclusion Survey 2022?

Dear ECEHH Members,

Thank you to those who have already completed the survey, we really appreciate you taking the time to give us your thoughts.

For those who have yet to complete the survey, don't miss the opportunity to have your say! This is your opportunity to help develop and improve the way ECEHH works to be diverse and inclusive, and thinks about decolonisation and anti-racism within our work and research.

The survey only takes about 10 minutes to fill in and is completely confidential.

Your feedback will help to identify key issues and any priorities for improvement, as well as highlighting areas of success and good practice. As one of your co-Directors Ben Wheeler has said,

“While there will always be limitations to what we can conclude from any survey, I believe it is worth doing and I am certain it will provide some really useful information for where we are as a Centre, and crucially what we might want to focus on in the future.”

Don't forget the survey closes on Friday 8th April 2022.

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Emma Squire
SEACHANGE Project Administrator

My usual working days for the SEACHANGE project are Monday, Wednesday and Thursday morning.

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