

Equality, Diversity and Inclusion Committee

Minutes of the Third Meeting of the Equality, Diversity and Inclusion Committee in the 2019-20 Academic Session, held on 14 May 2020, at 2.00 pm, held On-Line via Microsoft Teams

Present:

Gail Brindley	Director of HR (Co-Chair) (GB)
Mark O'Thomas	Pro Vice-Chancellor FLAS (Co-Chair) (MO)
Chris Shelley	Director of Student and Academic Services (CS)
Christine Couper	Director of Planning and Statistics (CC)
Clare Saunders	University Director of Learning and Teaching (CLS)
Dave Puplett	Head of Library Services (DP)
Laleh Williams	Head of Organisation and People Development (LW)
Mandy Stevenson	Deputy Head of Department - Family Care & Mental Health (MS)
Naseer Ahmad	Interim EDI Officer (NA)
Rosie Fean	Women's Network Chair (RF)
Sandhiran Patchay	BAME Staff Network Chair (SP)
Simone Murch	Senior EDI Officer (SM)
Tim Barry	FES Representative (TB)

In Attendance:

Bilal Ijaz	Student Union (BI)
Sam Mujunga	Student Union (SMu)
Liz Laurence	Secretary (LL)

Apologies:

Henry Setter	Student Union President (HS)
Rachel Ashton	Interim Faculty Operating Officer (RA)

EDIC/19.23 Welcome and Introduction

Members were welcomed to the meeting and introductions were made.

EDIC/19.24 Minutes of the Previous Meeting

The minutes of the previous meeting held on 11 March 2020 were agreed.

EDIC/19.25 Matters Arising from the Minutes

It was confirmed that all matters arising from the last meeting had been completed except for the following which will be carried forward:

EDIC/19.6 Athena Swan/Race Equality Charter

'Action:

Take a financial and resources plan for submission to the Provost Group'

Due to the absence of GB from this meeting it was agreed to hold this item over to the next meeting.

Action:

This action to be on the agenda of the next meeting.'

EDIC/19.18 Gender Pay Gap Report

'Action:

Report to be circulated to Committee members'

Action:

Update to be given at the next meeting.

EDIC/19.15 EDI Staff Networks Update

EDIC/19.15.1 BAME

'Action:

SP to circulate the poster to the Committee.'

EDIC/19.15.2 Women

'Actions:

RF to report back to Committee on Tech Talent and Womens Higher Education Network (WHEN)

RF to add a paper on BAW to the agenda of the next meeting'

EDIC/19.16 Racial Harassment in Universities – Equality & Human Rights Commission Report

‘Action:

Meeting to be arranged to discuss EHRC report

Discussions to be held re: EDI Agenda’

EDIC/19.26 EDI Strategy Discussion

Received:

Papers EDIC19.P06, 07 & 08 were received.

Reported:

This item was introduced by GB as a sense check and review of the current situation. LW then went through the EDI Strategy review document (EDIC19.P08) and explained that this was an opportunity for the committee to think about how to progress the strategy forward and went through the key points.

Discussions were held on the strategy, following which the main points were summarised as:

- a) more promotion and celebration of the work being done already;
- b) embedding key activities in faculties/directorates daily business;
- c) communication e.g. an EDI repository of good practice occurring across the organisation, highlighting this in the annual report etc;
- d) use Horizon to scrutinise and develop protected characteristic data e.g. intersectionality;
- e) make sure that the work ‘adds value’.

Next Steps:

- a) add any more comments to the ‘chat’ section of Teams;
- b) reflect on the comments and see how they could be shaped;
- c) incorporate the comments previously provided by the Women’s Network;
- d) make sure all the staff networks have an opportunity to comment;
- e) bring back to the committee for the next progress meeting (likely to be late June).

Action:

EDI Strategy to be discussed at the next progress meeting.

EDIC/19.27 Any Other Business

EDIC/19.27.1 EDI Campaign

Received:

A verbal report.

Reported:

It was reported that following the last meeting an EDI poster had been drafted by Claire Mason, a Lecturer in Graphic Design, in collaboration with two of her students, and work was being done on an EDI brand identity. It was hoped to use the wording and images in various forms e.g. on emails, as posters and on promotional material including big screens across all campuses. It was agreed that Claire Mason should present the poster to the committee at a future meeting.

Action:

Claire Mason to be invited to a future meeting to present the work done so far on the poster and EDI Campaign proposal.

EDIC/19.27.2 Neurodiversity in the Workplace

Received:

Paper EDIC19.P09 and a verbal report.

Reported:

SM reported that the document had been provided for guidance and for comment by the Committee and will also be sent the Disability Network for comment. Comments should be sent to SM.

Action:

Comments on the guidance to be sent to SM.

SM to send guidance to the Disability Network

EDIC/19/27.3 Frequency of Meetings

A discussion was held surrounding the schedule and frequency of meetings and it was decided that:

- a) to keep the current 3 formal, minuted & published meetings;
- b) to have shorter informal meetings arranged to discuss single themes;
- c) to amend the Terms of Reference to reflect the above;
- d) to trial informal meetings in June & July 2020.
- e) the next formal meeting date was provisionally booked for 12 November 2020, committee members to be invited once University Schedule of Meetings published.

Action:

On-Line meetings to be arranged for June & July

Formal Meeting dates to be circulated.

The meeting closed at 3. 25 pm.

Secretary: Liz Laurence
Tel: 8982
Email: e.laurence@gre.ac.uk