

Equality, Diversity and Inclusion Board

Minutes of the First Meeting of the Equality, Diversity and Inclusion Board in the 2022-23 Academic Session, held on Monday 21 November 2022, at 1.30 pm, held On-Line via Microsoft Teams

Present:

Gail Brindley	Director of HR (Co-Chair) (GB)
Hester Burnige	Co-Chair Women's Staff Network (HB)
Kate Dawson	Chief Executive Greenwich Students Union (KD)
Alan Dudley	Co-Chair Disabled Staff Community (AD)
Andy Frost	Interim Director of GRE (AF)
Jonathan Gascoigne	EDI Manager (JG)
Katherine Leopold	Co-Chair Women's Staff Network (KL)
Simon Lewis	Director of Strategic Planning & Business Intelligence (SL)
Jenny Marie	Head of Academic & Learning Enhancement (JM)
Simone Murch	Senior EDI Officer (SM)
Ayomide Oluyemi	Co-Chair LGBT+ Staff Community (AO)
Louise Owusu-Kwarteng	Associate Dean for Student Success (FLAS)
Sandhiran Patchay	Chair of BAME Staff Network (SP)
Dave Puplett	Head of Library Services (DP)
Jane Roscoe	DVC - Academic Development (Co-Chair) (JR)

In Attendance:

Adele Brooks	Head of Capital Projects (AB)
Liz Laurence	Secretary (LL)

Apologies:

Chris Shelley	Director of Student and Academic Services (CS)
---------------	--

EDIB/22.1 Welcome and Introduction

Members were welcomed to the meeting and introductions were made and GB was confirmed as the Chair for this meeting. She also explained the change of membership, which included JR as the new Co-Chair of the Board.

EDIB/22.2 Minutes of the Previous Meeting

It was agreed that the minutes of the previous meeting held on 12 May 2022 would be signed off by GB and LL and circulated to the Board.

Action:

GB and LL to meet to sign off the minutes and for those to be circulated to the Board.

EDIB/22.3 Estate Plans

Received:

A verbal report and presentation.

Reported:

AB attended the meeting to report on the current Estates Plan and gain EDI support from the Board for future building projects. A detailed discussion was held with outcomes summarised as follows:

A subgroup of the EDI Board to be organised to discuss future Estates projects, those involved may not necessarily be members of EDI Board but will need to have the appropriate expert knowledge; JR remarked that it was important for the role of the EDI board to be clearly defined to ensure the membership was not drawn into inappropriate operational activity, which should remain the responsibility of Estates.

EDI Board to review how best to link into projects and provide appropriate support where needed;

Provide details of any inclusive consultation groups that might be of use to AB;

AB to provide the Board with a programme of EDI support throughout a project. The paper to be tabled at the next meeting.

Action:

AB to provide the Board with paper outlining the required programme of EDI support.

EDIB/22.4 Terms of Reference

Received:

Paper EDIC22.P01.

Reported:

GB explained the committee structure review, which resulted in a revised EDI Committee (now Board) and a new Terms of Reference document.

Discussion was held regarding the document and initial comments were as follows:

Make sure Staff Networks\Communities names were consistently applied;

Make sure that the Terms of Reference reflect that most staff networks\communities have co-chairs;

What was the position on continuing with EDI Progress Meetings to maintain the momentum of the broad nature of the EDI agenda across the institution;

Understand the involvement of students with the Board – GB\JR to discuss outside of meeting;

GB suggested that if any member had any further questions on the Terms of Reference prior to the next meeting to send those to SM\JG or herself.

Action:

GB\JR to discuss the involvement of students with the Board.

EDIB/22.5 Membership

EDIB/22.6 Meeting Frequency

Due to lack of time it was agreed to arrange another meeting in January 2023 to discuss these items and have a further discussion on the Terms of Reference.

Action:

LL to arrange a meeting in late January.

EDIB/22.7 Any other Business

There were no items of Any Other Business.

The meeting ended at 2.35 pm.

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