

Equality, Diversity and Inclusion Committee

Minutes of the First Meeting of the Equality, Diversity and Inclusion Committee in the 2020-21 Academic Session, held on Thursday 12 November 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 (CSh)
Clare Saunders	University Director of Learning and Teaching (CS)
Dave Puplett	Head of Library Services (DP)
Laleh Williams	Head of Organisation and People Development (LW)
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)
Jonathan Gascoigne	Co-Chair LGBT+ Staff Community (JG)
Rachel Ashton	FoB Representative (RA)
Zoe Campbell	Students' Union (ZC)
Esther Olorunsomo	Students' Union (EO)
April Moore	Communications & Recruitment Directorate Representative (AM)
Panagiotis Pentaris	Co-Chair LGBT+ Staff Community (PP)
Victoria Wood	Chair Disability Staff Network (VW)

In Attendance:

Simon Goldsmith	Head of Sustainability (SG)
Emma Williams	Planning & Statistics Representative (EW)
Liz Laurence	Secretary (LL)

Apologies:

Jas Seehra-Pearce	EDI Advisor (JSP)
Myrtle Emmanuel	EDI Advisor (ME)
Surinder Walia	FEHHS Representative (SW)

EDIC/20.1 Welcome and Introduction

Members were welcomed to the meeting and introductions were made.

EDIC/20.2 Minutes of the Previous Meeting

The minutes of the previous meeting held on 14 May 2020 were agreed.

EDIC/20.3 Matters Arising from the Minutes

It was confirmed that all matters arising from the last meeting had been completed except for the following:

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.’

GB reported that progress had been made with approaches made for a sponsor and co-chairs. She reported that an additional post would be recruited in HR to support accreditations. She would also talk with ME and JSP to see how they can support the situation.

EDIC/19.18 Gender Pay Gap Report

‘Action:

Report to be circulated to Committee members.

Action:

Update to be given at the next meeting.’

SM reported that publishing of the current report was still suspended and that the next report was in development and will start its governance journey before Christmas ‘20.

EDI/19.26 EDI Strategy Discussion

‘Action: Item to be discussed at the next meeting’

LW explained that the key work had been done including feedback from the Women’s Staff Network. LW asked for consent to make the updates and put through Governance, which was **agreed**.

EDIC/19.17 SCONUL Report

DP reported that he had circulated a recent blog post on this report and that there was currently no link between this and the Racial Harassment in

Universities report. He would let the committee know relevant updates or any progress in the future.

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’

SM reported that this item would remain on the agenda and would be discussed with LW & GB and ME & JSP

Action: This report to be discussed with ME & JSP

EDIC/20.4 EDI Committee Membership and the Terms of Reference

A discussion was held surrounding the request by UCU (though it was highlighted it was more broad in terms of having a Trade Union member) to have a representation on the Committee. The general consensus among the committee was that the Staff Networks invite all staff to their meetings, and unions are welcome to join. This will enable them to have representations through these. This may be more appropriate and GB decided to discuss the issue with MoT and let the committee and union know of their decision.

Action: GB & MoT to discuss the issue and report back to committee

EDIC/20.5 University Sustainability Strategy

Received:

A verbal report.

Reported:

SG presented the University Sustainability Strategy with a view to discussing how EDI could be included in the plan and how to get people involved. Discussions were held with the following outcomes:

- a) Invitations to SG from the networks to attend their meetings to discuss further;
- b) Suggested use of an EIA to review strategy which SM could provide support;
- c) Possible use of EDI Progress meeting to discuss further in more depth;

- d) JG would discuss the sustainability elements of the GLT framework SG;
- e) SG was grateful for the thoughts of the committee and will be arranging contact with the networks for discussions.

EDI/20.6 EDI Campaign\University Safeguards Against Student Inappropriate Behaviour

This item was tabled by RF who said that staff needed reminding of the 'We Stand with You' campaign which was launched earlier in the year and that the campaign needed to be kept going. Discussions were held surrounding this issue with suggestions as follows:

- a) adding the posters to the brand centre;
- b) possible change of title to 'We Stand Together' not 'With You';
- c) have a regular EDI update in Internal Communications;
- e) add the campaign as a standing item on the agenda.

Action: The campaign to be added as a standing item on the agenda

EDIC/20.7 University EIAs

Received:

Three EIA's, papers EDIC20.P01, 02,03.

Reported:

CSH presented three EIA's for committee for discussion and approval.

Comments were received as follows:

- a) to send any questions to CSH or Sara Ragab;
- b) that it was important to do EIA's when producing policies;
- c) JG asked that mitigation for LGBT+ students be explicitly covered in the EIA for Mentally Healthy Universities;
- d) the document links to be sent to SM when published for cross reference purposes;
- e) the committee were happy to approve the EIA's.

Actions: Mentally Health EIA to be amended with JG's suggestion

CSH to send document links to SM when published.

EDIC/20.8 Access and Participation Plan Data Resources 2020 – Gap and Trends Charts

Received:

Paper EDIC20.P04 and presentation.

Reported:

EW presented the University of Greenwich Access and Participation Plan Data Resources Gap and Trends Chart 2020 for information and discussion. The suite of slides provides information over time of different demographic populations against the HE sector.

HE Sector information is available on the Office for Students website <https://www.officeforstudents.org.uk/> .

EDIC/20.9 Any Other Business

EDIC/20.9.1 EDI Questions

The following questions had been tabled by TB, these were used by another university where the programme review process includes them and which the teaching team are specifically asked to address:

‘What specific issues have you considered to ensure that your programme is inclusive?’

How have you addressed these in the design and the teaching strategy?’

It was thought that this was more appropriate for JG and CSh and TB would forward them on.

Action: TB to forward the questions on to JG and Csh

EDIC/20.9.2 Date of Next Meeting

The date of the next meeting was confirmed as 11 March 2021.

Meeting ended at 3.40 pm.

Secretary: Liz Laurence

Tel: 8982

Email: e.laurence@gre.ac.uk