

## Equality, Diversity and Inclusion Committee

### Minutes of the Third Meeting of the Equality, Diversity and Inclusion Committee in the 2020-21 Academic Session, held on Thursday 13 May 2021, 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)
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	EDI Manager/Co-Chair LGBT+ Staff Community (JG)
Rachel Ashton	FoB Representative (RA)
Esther Olorunsomo	Students' Union (EO)
April Moore	Communications & Recruitment Directorate Representative (AM)
Panagiotis Pentaris	Co-Chair LGBT+ Staff Community (PP)
Myrtle Emmanuel	Race EDI Advisor (ME)
Jas Seehra-Pearce	Race EDI Advisor (JSP)

#### In Attendance:

Heidi King	Director of Communications & Recruitment (HK)
Zoe Campbell	Students' Union (ZC)
Bilal Ijaz	Students' Union (BI)
Liz Laurence	Secretary (LL)

#### Apologies:

Tim Barry	FES Representative (TB)
Simon Lewis	Director of Strategic Planning and Business Intelligence (SL)
Surinder Walia	FEHHS Representative (SW)
Donovan Synmoie	Learning & Teaching Project & Policy Coordinator (DS)
Jane Roscoe	Deputy Vice-Chancellor (JR)

#### EDIC/20.21 Welcome and Introduction

Members were welcomed to the meeting and introductions were made. GB was the Chair for this meeting and explained that the agenda order would be revised and agenda items 4 and 6 would be

taken early to allow invited colleagues to leave the meeting if they wished.

### **EDIC/20.22 GSU Research re BAME Students**

#### **Received:**

A verbal Report.

#### **Reported:**

BI and ZC attended the meeting to report on the findings from the GSU Covid 19 student surveys during the pandemic. A detailed discussion was held with main points as follows:

- a) the main concerns of the students were, job loss, finance, extenuating circumstances, and accommodation;
- b) other main concerns were mental health and education;
- c) support services were rated as low but communities were important to them;
- d) recommendations from the survey were:
  - concern for student needs;
  - review study space provision;
  - support for financial issues;
  - programme of buddy schemes;
  - disabled student support;
  - review impact of Covid19 and gaps.
- e) it was thought important to work together and be proactive and not lose the work already achieved.
- d) to focus on how to make thing better and make sure students know what support is available and follow up on any problems and escalate to SAS if appropriate.
- e) the chair thanked BI and ZC for their hard work on this survey and for attending the meeting.

### **EDIC/20.23 EDI- Staff Networks Promotion & Gender Identity Data Capture**

#### **Received:**

A verbal report and presentation.

## **Reported:**

HK was invited to the meeting for discussion on the Logos for staff networks and communities, the recognised dates calendar and a sense check on gender identity and embedding into IT systems. In relation to work on logos HK shared her screen to show examples of what might be available in line with corporate branding.

A thorough discussion was held with the main points as follows:

- a) work was currently progressing on the recognised dates calendar with the intention of achieving a consistent and timely way of communication;
- b) suggestions for the calendar should be channelled through the communications forum and HK was happy for network and community chairs to be invited to attend this forum.
- c) When the full list of priorities for the calendar was ready this would be shared and approval gained at EDI Committee;
- d) it needed to be decided how best to support networks\communities relevant to their mission and would require a marketing plan to each one. HK would be happy to work on that and would be happy to attend relevant meetings;
- e) with regards to logos it was recognised that these should be kept simple and shared the suggestions;
- f) HK mentioned that they had to fit with the brand and that the networks\communities could pick their own text colour and that they had to fit the organisation but also have some flexibility;
- g) HK reported that it was not good practice to use more than one colour for a logo but that more than one could be introduced into other promotional material e.g. flyers, lanyards or email signatories;
- h) PP was unhappy the university may not be fully appreciating and recognising the LGBT+ staff community and how it supports members and allies. This is less about a logo, as this was an example where the pride rainbow was being adopted by the university in what seemed an appropriation. This illustrated a lack of understanding of the mutual partnership, therefore a justification was needed to clarify intentions;
- i) HK was happy to provide this and attend any meetings for further explanation. She also agreed to provide networks and communities with the guidelines and meet with each

network and community to discuss a marketing plan and communications support;

- j) with regard to gender identities, the information was placed in the meeting chat and HK was happy to join discussions when appropriate and provide support when needed.
- k) MOT requested in due course the university revisit the university compass, to consider how this can evolve to reflect breaking ties with its past.

**Actions:**

HK to provide branding guidance to networks and communities;

HK to circulate list of calendar items for information;

HK to invite network and community chairs to the Communications Forum.

**EDIC/20.24 Minutes of the Previous Meeting**

The minutes of the previous meeting held on 11 March 2021 were agreed.

**EDIC/20.25 Matters Arising from the Minutes**

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

**‘EDIC/20.20 Any Other Business**

**Action:**

Circulate Equality Analysis screening tool. Comment on how it can be implemented to follow PIA type triage.’

A meeting for discussion has been arranged for early June.

**EDIC/20.26 Stonewall Update**

**Received:**

A verbal update.

**Reported:**

PP provided a short update with the main points as follows:

- a) work was progressing well as a good team effort;
- b) submission will be made on 5 October 2021;

- c) the deadline for the first draft of the collated evidence was 1 July 2021;
- d) Neil Cormack-Bissett, who had worked on previous submissions was now working with the Chairs and EDI team;
- e) more feedback would be provided at a later date.

### **EDIC/20.27 Sewell Report**

#### **Received:**

A verbal update.

#### **Reported:**

The Chair explained the current position regarding no response to the Report but thought a sense check on that position was required and it was agreed to add this to the agenda of the next EDI Progress Meeting on 15 June.

#### **Action:**

The Sewell Report to be added to the agenda of the next EDI Progress meeting.

### **EDI/20.28 Definition of Racism**

#### **Received:**

A verbal update.

#### **Reported:**

- a) that the definition has been approved by VCG;
- b) that the language had been simplified;
- c) when ready it would be launched linked to another event;
- d) discussions were still ongoing whether to include the word 'religion';
- e) it would be provided to the BAME Network for approval.

## **EDIC/20.29 Any other Business**

### **EDIC/20.29.1 Resources for Networks**

The Chair explained she was in discussion with Finance regarding this issue and would report back at a later date.

### **EDIC/20/29.2 Date of Next Meeting**

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

The meeting ended at 3.40 pm.

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