

Equality, Diversity and Inclusion Committee

Minutes of the Second Meeting of the Equality, Diversity and Inclusion Committee in the 2020-21 Academic Session, held on Thursday 11 March 2021, at 2.00 pm, held On-Line via Microsoft Teams

Present:

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| 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) |
| Simon Lewis | Director of Strategic Planning and Business Intelligence (SL) |
| Myrtle Emmanuel | Race EDI Advisor (ME) |

In Attendance:

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| Liz Laurence | Secretary (LL) |
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Apologies:

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| Jas Seehra-Pearce | Race EDI Advisor (JSP) |
| Surinder Walia | FEHHS Representative (SW) |

EDIC/20.10 Welcome and Introduction

Members were welcomed to the meeting and introductions were made.

EDIC/20.11 Minutes of the Previous Meeting

The minutes of the previous meeting held on 12 November 2020 were agreed.

EDIC/20.12 Matters Arising from the Minutes

It was asked that a date column be added to the action log.

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

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’

It was decided that this issue would be discussed at the next EDI Progress Meeting.

Action: For discussion at the next EDI Progress Meeting

Action: LL to add a date column to the action log

EDIC/20.13 Gender Pay Gap Report

Received:

A verbal report.

Reported:

SM reported that although a publishing extension had been granted to 5 October 2021, the university would still be publishing the report on the usual date of 30 March 2021. This would provide a further 6 months to work on the action plan.

Discussions were held on the report with main points as follows:

- a) there had been improvement in the pay gap with the gaps most evident at lower grades;
- b) there was more work to do in the area of technicians, and to support equity in research so women progress to professor at the same rate as men;

- c) clear milestones and an action plan were needed to achieve the zero gender pay gap as committed to in the University Strategy Refresh;
- d) work was needed on the ethnicity and disability pay gap. This is approved for next year.

EDIC/20.14 University Definition of Racism

Received:

Paper EDIC20.P07

Reported:

MOT presented paper EDIC20.P07 the University Definition of Racism for committee approval. He explained that it had been discussed with the Race Advisors and BAME Staff Network and would be taken to VCG on 15/03/21 if agreed by committee.

Comments were invited to be sent to MOT on the paper and the definition would be amended to include those agreed before approval at VCG. This was agreed by the committee.

Action: Comments to be provided to MOT.

EDIC/20.15 Disclosing Equality Data and Implications of COVID

Received:

A verbal report.

Reported:

JG asked what steps had been taken to encourage the disclosure of equality data. GB reported that not much could be done at the moment as this was still being worked on by the Horizon team. It was agreed this would be discussed at the next EDI Progress meeting.

JG mentioned the GSU research re BAME Students and how do we respond. It was agreed to make this an item at the next meeting.

Actions:

Discuss the disclosure of equality data at the next EDI Progress meeting.

GSU research re BAME Students to be on the agenda of the next Committee Meeting.

EDIC/20.16 Stonewall Update

Received:

A verbal report.

Reported:

JG gave an update on the work for the Stonewall Accreditation.

He reported that the next meeting was on 15 March and that work was being done on inclusive language guidance and pronouns. He opened the discussion to the committee and the main points were as follows:

- a) the Women's Staff Network would like to be involved in International Transgender Day of Visibility on 31 March and that trans women were very welcome at the network;
- b) work was being done on blind applications for staff recruitment and LW would send the action plan to committee when ready;
- c) the gender identity proposal had received LGBT+ Community feedback and would be circulated to committee with comments to be received by SM;
- d) there had been 2 Inclusive Language Guidance meetings and actions were being taken forward, when ready this would be brought to Committee;
- e) managers were being encouraged to use inclusive language for job adverts and to encourage job share and flexible working.

Action:

SM to circulate gender identity proposal to committee and receive comments.

EDIC/20.17 EDI Campaign

Received:

A verbal report.

Reported:

LW reported that despite trying to adapt the current design with new colours and wording, it had been decided to start again as a new piece of work with the Communications and Recruitment Directorate and FLAS. The networks would like email logos also. It was decided to invite Heidi King to the next committee meeting to discuss any concerns with brand management and network logos.

Action: Heidi King to be invited to the next committee meeting

EDIC/20.18 Equality Analysis Screening Tool

Received:

Paper EDIC20.P08.

Reported:

It was reported that this screening tool has been devised to be used to review the need for a full EIA assessment. The full equality impact analysis must be used for new policy/procedures, existing policy/procedures with significant amendments and activities, which have far reaching impacts on staff and students e.g. supporting Staff and Student during Covid'19, organisational restructuring, changes/closure of facilities e.g. Mansion site. However, the screening tool would act like a checklist to decide whether a full EIA would be deemed necessary. Equality Impact Analysis are not a legal obligation but considered best practice.

Comments were made as follows:

- a) concerns were raised over how well it would be completed and whether it would be used instead of the full equality impact analysis assessment;
- b) any university restructure documentation should establish a full equality impact analysis;
- c) suggestions would be look at privy impact assessments and how an approach to complete these before determining if an EIA is needed, would be a model to look at.

EDIC/20.19 Race Advisors

Received:

A verbal report.

Reported:

ME gave an update on the work of the race advisors, reporting that:

- a) they had been working with senior managers and faculties and held 'safe space' sessions.
- b) the EDI race action plan was to be finalised and that the DVC was to be the senior chair for the Greenwich Race Equality Charter (GREC);
- c) they were working on 4 themes – data capture, leadership and accountability, driving cultural and behavioural change and GREC;
- d) they wanted to have a data dashboard, which would be useful for everyone.

MOT thanked ME for the update.

EDIC/20.20 Any Other Business

EDIC/20.20.1 Demands of the EDI Agenda

Issues were raised by LW and SM on the demand of the EDI work on the staff networks and the problems of achieving governance approval of documentation. It was agreed to discuss this at a specific meeting with MOT and GB.

Action: LW to arrange meeting.

EDIC/20.20.2 LGBT+ Events

JG mentioned the idea of a diversity festival at the University and it was agreed to add this to the agenda of the next EDI Progress meeting.

EDIC/20.20.3 Date of Next Meeting

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

Meeting ended at 3.30 pm.

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