

Equality, Diversity and Inclusion Committee

Minutes of the First Meeting of the Equality, Diversity and Inclusion Committee in the 2021-22 Academic Session, held on Thursday 11 November 2021, at 2.00 pm, held On-Line via Microsoft Teams

Present:

Gail Brindley	Director of Human Resources (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)
Jonathan Gascoigne	EDI Manager (JG)
April Moore	Communications & Recruitment Directorate Representative (AM)
Jas Seehra-Pearce	Race EDI Advisor (JSP)
Donovan Synmoie	Learning & Teaching Project & Policy Coordinator (DS)
Matthew Nadeau	Disability Staff Network Chair (MN)
Dave Hockham	LGBT+ Staff Community Chair (DH)

In Attendance:

Charles Tennant	FoB Representative (Substitute)
Liz Laurence	Secretary (LL)

Apologies:

Myrtle Emmanuel	Race EDI Advisor (ME)
Rachel Ashton	FoB Representative (RA)

EDIC/21.1 Welcome and Introduction

Members were welcomed to the meeting and introductions were made and MO was confirmed as the Chair.

EDIC/21.2 Minutes of the Previous Meeting

The minutes of the previous meeting held on 13 May 2021 were agreed.

EDIC/21.3 Matters Arising from the Minutes

It was confirmed that all matters arising from the last meeting had been completed. One further action was agreed as follows:

EDIC/20.23 EDI - Staff Networks Promotion & Branding

Staff networks had met with Heidi King to develop designs for supporting their staff network and reviewing their annual communication plans. They are all members of the communications forum.

Action:

Staff Networks and Community to be reminded to send any outstanding information on their communication plans to Heidi King.

EDIC/21.4 People Strategy and EDI Action Plan Pillar

Received:

A power-point presentation and verbal report.

Reported:

GB presented an overview of the current proposed themes of the People Strategy and LW, SM, JG presented the current EDI Strategy components and proposed content of the EDI Strategic Action Plan Pillar within the strategy. Discussions were held regarding equality objectives and next steps which were as follows:

Proposed Strategic Action Plan and Equality Objectives suggestions from Committee participation:

Disability Confident Leader accreditation;
Support for networks to be sustainable, work on intersectionality and incorporate key topics e.g., parenting/caring
Data – objective should have efficacy and impact
No pay gaps
Allyship and active bystanding – sector leading work
Celebrations

Next Steps:

A workshop to create SMART objectives;
Revisit apprenticeships;
Focus on EDI local action plans;
EDI Strategic Action Plan to reference Student Success and Health and Wellbeing Action Plan (HWAP);

Present the People Strategy and EDI Strategic plan through our values;
Consult on People Strategy and EDI Strategic plan with the Staff Networks between now and January.

EDIC/21.5 Report and Support System

Received:

A verbal report.

Reported:

CSh reported that funding had been agreed for a Report and Support System for Staff and Students, which was a tool to report harassment and sexual violence. He explained that it was an anonymous reporting system and would fill a reporting gap the university currently experiences. LW remarked that policies were being reviewed and would form tools to go into the system and that work would be done to make it highly visible and easy to find and access.

EDI/21.6 Bullying and Harassment

Received:

Paper EDIC/21.P01.

Reported:

DH reported that this paper had been produced, in response to a recent Bullying and Harassment incident, to help staff know what to do, where to find helpful information and who to speak to. The paper highlights the role of Human Resources People Partners to provide additional advice and guidance. He confirmed the paper had been shared with the LGBT+ Staff Community members.

Action:

Paper to be shared with other staff networks as a useful tool to provide information and guidance, as an interim measure prior to the Report and Support system being implemented.

EDIC/21.7 Any other Business

EDIC/21.7.1 LGBT+ Staff Experience at Greenwich Survey

LW confirmed that this item had been tabled for information. She explained that it was a short survey aimed at providing an understanding of what it means to be LGBT+ at the university from

the perspectives of all staff. The survey has been launched and committee members were asked to encourage participation amongst colleagues.

EDIC/21.7.2 Gender Pay Gap

RF tabled this item for information. She explained that Equal Pay Day was on 18 November and wanted to highlight that an article will be developed and would be reported via Internal News.

EDIC/21.7.3 Race Action Plan

JSP wanted to inform the Committee that the Race Action Plan launch would happen week beginning 6 December 2021 on each of the three campuses. (Further to the meeting it has been confirmed by JSP that this will now take place at the end of February 2022)

EDIC/21.7.4 People Strategy

LW confirmed that she would be arranging meetings with Staff Networks\Community to discuss the People Strategy and obtain their feedback.

Action:

LW to meet with Staff Networks\Community to discuss the People Strategy.

EDIC/21.7.5 Date of Next Meeting

The date of the next meeting was confirmed as 10 March 2021.

The meeting ended at 3.30 pm.

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