University of GREENWICH

Equality, Diversity and Inclusion Committee

Minutes of the First Meeting of the Equality, Diversity and Inclusion Committee in the 2017-18 Academic Session, held on 19 October 2017, at 2.00 pm, in Room G104, Grey Building, Avery Hill Campus

Present:

Frances Hewison	Director of Human Resources (Chair)
Chris Shelley	Director of Student and Academic Services (CS)
Clifton Kandler	Head of Digital Services (CK)
Luke Ellis	Student Union Vice-President (Welfare)
Paul Nicholson-Lewis	Head of Facilities and Operations
Simone Murch	Senior EDI Officer (SM)
Tariq Effendi	Faculty of Architecture, Computing & Humanities Representative
Tim Barry	Faculty of Engineering and Science Representative

In attendance:

Christine Couper	Director of Strategic Planning (CC)
Liz Laurence	Secretary (LL)

Apologies:

Patrick McGurk	Faculty of Business Representative (PM)
Rachel Flood	Athena SWAN Project Officer (RF)
Will Calver	Access and Partnerships Manager (WC)

EDIC/17.1   Welcome and Introduction

The Chair welcomed everyone to the meeting and introductions were made.

EDIC/17.2   Minutes of the Previous Meeting

The minutes of the previous meeting held on 18 May 2017 were **agreed** as an accurate record.

EDIC/17.3   Matters Arising from the Minutes

There were no matters arising from the minutes.

EDIC/17.4   Annual Report

Received:

The draft Annual Report was circulated.

Reported:

a)   that only headline figures were given in relation to protected characteristics;

b)   that new characteristics of staff and student gender identity; student religion and belief and sexual orientation were being reported on for the first time but with little or no analysis due to the low response rate and the sensitive information being potentially identifiable if the reporting was drilled down too deeply;

c)   that to encourage staff\students to disclose the University needs to provide a safe environment and proactively promote the reasons and benefits for doing so to staff and students;

d)   that the EDI strategy needs to be aligned to the new university strategy and that further developing data collection would give an idea of inequality and disadvantage and where to focus work streams more deeply;

e)   that the university did not have a culture of routine and systematic reporting and that the mechanics of reporting were trying to be addressed;

f)   that the report would be sent to Executive Committee and then the Court;

g)   that any feedback on the report should be sent to SM by 26 October.

Agreed:

To provide feedback to SM by 26 October.

EDIC/17.5   Student Data and HEFCE BME Attainment Project

Received:

A verbal update on the history, background and the university's involvement in the HEFCE project led by Kingston University.

Reported:

a)   that the university was aligning its BME data to the Value Added metrics of Kingston University;

b)   that a project dashboard was available to use and training sessions for staff were being arranged;

c)   that there is a need to engage faculties to have project champions. Some have already been identified including Faculty of Engineering and Science and the Students Union;

d)	that the dashboard would be used at Learning Standards & Quality (LSQ) Committee;
e)	that CC was looking for support from the EDI Committee in relation to this project and its ongoing development;
f)	that the data from the EDI Annual Report might be useful for the project;
g)	that there is potential to learn from equivalent colleagues at Kingston University

Agreed:

The Chair agreed that the EDI Committee support CC and the HEFCE Project.

EDIC/17.6   Terms of Reference

Reported:

a)	that it had been agreed that the Sexual Violence Monitoring Group would report to EDI Committee and this necessitated a review of the Committee's terms of reference and membership to ensure that they were appropriate for its new governance responsibilities.
b)	that it was the intention to present the Terms of Reference at this meeting but it had become clear that the Sexual Violence Monitoring Group was one of a number of compliance monitoring groups and it was sensible to take a look at all of these groups and reporting mechanisms.
c)	CS was now the lead officer for the implementation of the Sexual Violence Policy and would take forward the review of the compliance groups and their reporting relationships.
d)	that there was a need to review the EDI Strategy to ensure that it remains aligned to the University's new Strategic Plan and this may result in changes to the membership and terms of reference for the EDI Committee (see EDIC/17.7 below)
d)	therefore, it was decided to cancel the next meeting in February 2018 while the work outlined above is completed. Members of the Committee will be kept informed of progress.

Action:

LL to cancel the February Committee Meeting.

EDIC/17.7   Alignment of EDI Strategy with the New Corporate University Strategy

Reported:

a)   that SM would be working on the EDI strategy priorities to ensure that they align with the University's strategic plan and to work more deeply in a smaller number of areas.

EDIC/17.8   Director's Report

EDIC/17.8.1 Committee Chair

Reported:

a)   that the Chair would be leaving the university and therefore she confirmed that this was her last meeting as Chair of Committee.

EDIC/17/8.2 Strategic Equality Objective 3-Accreditations

Reported:

a)   That the approach to accreditations was ongoing with the committee and subject to review in line with the information outlined section EDIC/17.6 of the minutes.

EDIC/17.8.3 Accreditations and Implications

Reported:

a)   that a period of time and reflection on current processes and involvement would support any decisions how to go forward with accreditations;
b)   that there was concern about choosing between accreditations;
c)   that only a few people work on the accreditations, where the institution needs to cultivate a wider University commitment from its staff to continue to progress.

EDIC/17.9   EDI Accreditation Updates

EDIC/17.9.1 LGBT+ Report

Reported:

a)   that the network had had a successful year being named Stonewall Network of the Year and hosting a successful series of seminars;
b)   that the Senior Sponsor had left the university and that PNL had now taken over;

c)   that the LGBT+ Terms of Reference would be reviewed and that an AGM would be planned;

d)   that PNL would be meeting with King's College, London in November to discuss their network and a relaunch would be planned.

EDIC/17.9.2 Stonewall Submission

Reported:

a)   that putting the submission together had been challenging as the level of expectation and criteria had changed. The criteria was more explicit and more evidence was needed. Given this our position in the Workplace Equality Index (WEI) could be at risk as we might not be able to meet the enhanced standard required;

b)   that evidence checks would be done by Stonewall in relation to the evidence provided by the University;

c)   that 2 new areas of transgender and bisexual were now included and scored; previously this was for information only

d)   that the Index was getting more commercial and more political; in response to Stonewall needing to raise its agenda profile as discrimination and disadvantage were still prevalent

e)   that through our current submission an accurate picture on where we can improve in line with the new criteria will be available;

f)   that CC had provided sexual orientation data and analysis for the current submission and would be open to evolve the data on this and other protected characteristics as required for Stonewall and other accreditations.

EDIC/17.9.2 Disability Confident

Reported:

a)   that the next stage would be level 3;

b)   that this would involve peer reviews and institutional checks by external bodies;

c)   that it was not likely that we would reach the required Level 3 benchmark by July 2019 with current resources and commitment available.

EDIC/17.19.3 Race Equality Charter

Reported:

a)   that the current situation and inability to progress with this accreditation remained the same as before due to the lack funding.

EDIC/17.9.4 Athena Swan

Reported:

a)   that two departments provided submissions but both were unsuccessful;

b)   that the university does not hold the volume of data required and the Chair and FACH FOO were due to meet with the VC to discuss;

c)   that Professor Adrian Dobbs was currently acting- lead of the accreditation process until decisions were taken by the new PVC.

EDIC/17.10   HR Policy Updates – Flexible Working for Staff and Sexual Violence

Reported:

a)   That this item had been tabled for information to inform the Committee that these policies had been formally agreed and were now in use and that CS was leading in the area of Sexual Violence.

EDIC/17.11   Any Other Business

EDIC/17.11.1 Position of EDI Champions

Reported:

a)   that the position was under review in line with information outlined in EDIC/17.6;

b)   that SM would contact the EDI Champions to see if they wanted to meet;

Action:

SM to contact EDI Champions.

EDIC/17.11.2 Frances Hewison

Reported:

a)   that the Chair thanked the members for their commitment to the committee and all their hard work;

b)   that the Committee wished to record their thanks to FH for all her hard work as the Chair and wished her well in her new role.

EDIC/17.11.3 Date of Next Meeting

Reported:

The date of the next meeting was confirmed as 17 May 2018.

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