

Equality, Diversity and Inclusion Committee

Minutes of the Second Meeting of the Equality, Diversity and Inclusion Committee in the 2021-22 Academic Session, held on Thursday 10 March 2022, at 2.00 pm, held On-Line via Microsoft Teams

Present:

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)
Jonathan Gascoigne	EDI Manager (JG)
Laleh Williams	Head of Organisation and People Development (LW)
Lucy Hattersley	Women's Network Representative (LH)
Matthew Nadeau	Disability Staff Network Chair (MN)
Rachel Ashton	FoB Representative (RA)
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)

In Attendance:

Alan Dudley	Research and Project Officer (AD)
Shirley Joseph	REC Project Manager (SJ)
Liz Laurence	Secretary (LL)

Apologies:

April Moore	Communications & Recruitment Directorate Representative (AM)
Gail Brindley	Director of Human Resources (Co-Chair) (GB)
Myrtle Emmanuel	Race EDI Advisor (ME)
Jas Seehra-Pearce	Race EDI Advisor (JSP)
Dave Hockham	LGBT+ Staff Community Chair (DH)

EDIC/21.8 Welcome and Introduction

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

EDIC/21.9 Minutes of the Previous Meeting

The minutes of the previous meeting held on 11 November 2021 were agreed as an accurate record.

EDIC/21.10 Matters Arising from the Minutes

It was confirmed that all matters arising from the last meeting and the action log had been completed.

EDIC/21.11 Chair's Report

Received:

A verbal report.

Reported:

The Chair reported on the following items:

EDIC/21.11.1 International Women's Day

The Chair thanked the Women's Network for the work done on the International Women's Day events and passed on his congratulations.

EDIC/21.11.2 Stonewall

The Chair thanked everyone involved in the Stonewall Accreditation work and mentioned that work would now start on the next steps to move up the Top 100 Employer Index.

EDIC/21.11.3 Athena Swan

The Chair reported that progress was being made on the Athena Swan accreditation process.

EDIC/21/11/4 Gender Pay Gap

The Chair that the report was an improving position but there was more work to be done.

EDIC/21/11.5 Ukraine

The Chair mentioned the situation in Ukraine. He reported that the university was talking about having a support day to raise money. He mentioned that Russia had no anti-homophobic laws and how worrying it would be to live under that regime. JG mentioned that he was looking to compile resources for Ukraine.

EDIC/21/11/6 Governance Review

The Chair mentioned that the university governance structures are under review, as it was considered there were too many committees and that this may affect the EDI Committee.

EDIC/21.12 People Strategy Update

Received:

A verbal report and papers EDIC21.P02 and EDIC21.P03.

Reported:

LW shared the People Strategy and Action Plan documents and thanked everyone for their contributions. She explained, this is an enabling strategy for helping to deliver the university strategy and that there were clear priorities and now wanted to think about the plan of action to support these.

She reported that there would be more reviews but the deadline to finalise the strategy was 18 March and would be shared with governing body for sign off. The documents would be sent to CRD to be proofed and branded correctly and all university enabling/sub-strategies would be socialised in April.

Comments were received from the committee as follows:

DP mentioned that the language in the Action Plan was better than the Strategy document, information on the Pay Gap needed expanding in the Strategy but like the ending paragraphs which were positive.

MN questioned the term 'high performance' within the strategy and what it meant. LW was happy to consider making it clear what this means.

RF mentioned the confusion over the terms, Leader, Manager, Line Managers and how a definition list may be helpful

The Chair thanked the committee for their feedback.

EDIC/21.13 Union Black Programme and Other Updates

Received:

Verbal Reports and presentation.

Reported:**EDIC/21.13.1 Union Black Programme**

AD reported that they were hoping to roll this out for Students in September. He mentioned that staff engagement was low and encouraged committee members to enrol and complete the programme.

EDIC/21.13.2 Disability Network

AD reported that:

he had been the Communications Officer of the Network for 6 month;
the membership had risen to 60+;
senior management support had been received;
they were raising awareness through events;
the Terms of Reference had been revised.

AD mentioned that work undertaken for staff networks is very time consuming and the university needs to take the commitment both personal time and resources allied to their contracted role as a matter for serious review.

EDIC/21.13.3 Race Equality Charter

SJ was introduced as the Race Equality Charter Project Manager, and she shared her presentation on the Race Action Plan. She reported on the key steps, what activities had taken place, the early focus and next steps.

She reported that the Action Plan would be launched at the end of March and asked that line managers were given tools to spread the word.

The Chair thanked AD and SJ for their updates.

EDIC/21.14 Any other Business**EDIC/21.14.1 Radius****Received:**

A verbal report.

Reported:

LW gave a report on the recent meeting with Radius an external company who provide support to staff networks. She reported

that although it appears they have a good learning programme, their consultancy work was not so comprehensive.

The Chair mentioned that he thought that they were too corporate and felt they were not listening to Greenwich's perspectives to tailor their support to meet the University's needs.

MN suggested to look at another provider for comparison and he would be happy to attend future meetings.

LW promised to share the slides from the meeting with the committee.

Action:

LW to share the Radius meeting slides.

EDIC/21.14.2 Date of Next Meeting

The date of the next meeting was confirmed as 12 May 2022.

The meeting ended at 3.32 pm.

*Secretary: Liz Laurence
Tel: 8982
Email: e.laurence@gre.ac.uk*