

Equality, Diversity and Inclusion Committee

Minutes of the Third Meeting of the Equality, Diversity and Inclusion Committee in the 2021-22 Academic Session, held on Thursday 12 May 2022, at 2.00 pm, held On-Line via Microsoft Teams

Present:

Gail Brindley	Director of Human Resources (Co-Chair) (GB)
Chris Shelley	Director of Student and Academic Services (CSh)
Helen Elliott	FEHHS Representative (HE)
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)
Myrtle Emmanuel	Race EDI Advisor (ME)
Sandhiran Patchay	BAME Staff Network Chair (SP)
Simon Lewis	Director of Strategic Planning (SL)

In Attendance:

Sian Atkins	Organisation Development & Equality & Diversity Co-ordinator
Liz Laurence	Secretary (LL)

Apologies:

Mark O'Thomas	Pro Vice-Chancellor FLAS (Co-Chair) (MO)
Rachel Ashton	FoB Representative (RA)
Simone Murch	Senior EDI Officer (SM)
Tim Barry	FES Representative (TB)

EDIC/21.15 Welcome and Introduction

Members were welcomed to the meeting, introductions were made and GB was confirmed as the Chair. Due to technical difficulties LW took the Chair role for the meeting except for the Chair's Report.

EDIC/21.16 Minutes of the Previous Meeting

The minutes of the previous meeting held on 10 March 2022 were agreed as an accurate record.

EDIC/21.17 Matters Arising from the Minutes

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

EDIC/21.18 Chair's Report

Received:

A verbal report.

Reported:

The Chair reported on the following items:

EDIC/21.18.1 People Enabling Strategy

The Chair mentioned that the People Enabling Strategy was launched last week. A key priority of this is to be a sector leader in EDI and Wellbeing. Other Sub and Enabling Strategies would also have EDI embed as a cross cutting theme. She mentioned that discussions would take place on how to oversee and finalise the People Enabling Strategy from a governance perspective. The Chair reported that more communications would be provided in due course.

EDIC/21.19 Gender Pay Gap Report Update

Received:

A verbal report.

Reported:

LW reported that:

The Gender Pay Gap report had been published for this year both within the University and externally on the Government website;

an internal report on other Pay Gaps had been published within the University, which provided information for BAME, Disability and LGBT+ staff;

Next steps would be further analysis of all the pay gaps with a view to closing them by 2030;

workshops would take place in June/July with senior leaders to share information and discuss options to close the gaps and that information would also be shared with the Committee;

a structured programme of work would start next academic year.

EDIC/21.20 EDI Annual Report

Received:

A verbal report.

Reported:

SA reported on the EDI Annual Report in the absence of SM. She mentioned that this was part of the Equality Act and a compliance piece setting out our public sector equality duty objectives and reporting on the progress we make on these each year. She explained that this year's report was an evolving piece-concluding our EDI Objectives and reporting on the EDI Strategy 2019-2022 and progressing forward for the People Enabling Strategy.

She mentioned that the report covers the work done on our Charter Marks and Pay Gaps, compliance data, updates from the Staff Networks and it looks at impact stories from work being done within the university. JG asked if there should be updates on all areas of EDI within this report. LW said sub and enabling strategies will have reporting mechanisms and so it is important to know how these may communicate EDI KPIs. GB confirmed a discussion on reporting against the Strategy was on going.

She said it was now being collated and the content team were formatting the report, once completed it would start its Governance journey, going to NSR on 24 May, VCG on 30 May and Governing Body on 28 June. She confirmed that following edits and feedback it should be published by the end of July.

EDIC/21.21 Stonewall Update

Received:

A verbal report.

Reported:

LW reported in the absence of SM as follows:

the university was accredited up to March 2023 and were 11th in the Education Sector of the Index;

feedback had been provided by Stonewall on areas to improve;

there was ongoing work on Allyship and Bystanding and research taking place with ILD;

the Steering Group would continue to meet monthly and would share the submission with the committee for review;

the committee were asked to share information with LW and SM about other EDI work happening around the university;

the Chair mentioned that senior leaders wanted to engage with the staff networks and to expect to hear about that soon.

EDIC/21.22 Athena Swan

Received:

A verbal report.

Reported:

JG reported on Athena Swan as follows:

the self assessment team had been established despite having a couple of gaps that would be filled by next week;

data was being awaited and analysis would be done on that once received;

SA was doing research on the University culture;

They wanted to build on intersectionality between the Race Equality Charter and Athena Swan.

EDIC/21.23 Any other Business

EDIC/21.23.1 Race Action Plan Launch

Received:

A verbal report.

Reported:

ME reported as follows:

staff had been sent invitations to attend the launches;

they would take place at Medway and Greenwich;

they would be a celebratory and a call for action for staff and students;

the events would have keynote speakers, master of ceremonies, singers\comedians;

there would be roadshows post the launch;

ME thanked the committee for their support.

EDIC/21.23.2 Stonewall Celebration

Received:

A verbal report.

Reported:

LW reported that this would be organised by the LGBT+ Staff Community as part of the Pride celebrations.

EDIC/21.23.4 Menopause Webinar

Received:

A verbal report.

Reported:

LW reminded members of the Menopause Webinar taking place on 13 May 2022 with Carolyn Noakes MP and encouraged members to attend.

The meeting ended at 3.00 pm.

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