**EQUALITY, DIVERSITY & INCLUSION COMMITTEE**

**HYBRID Meeting**

**Raeburn Room, Old College**

**Thursday 23rd February 2023 10am – 12pm**

**Meeting Note**

**Attendees**

Sarah Cunningham-Burley, EDIC Convenor, University EDI Lead

Victoria Buchanan, co-Convenor Disability subcommittee

Lauren Byrne, EUSA VP Welfare

Laura Cattell, Head of Widening Participation

Hope Conway-Gebbie, EUSA Women’s Liberation Officer  
Olivia Eadie, co-Director IAD

Lucy Evans, Deputy Secretary Students

Claire Graf, co-Chair Disabled Staff Network

Olivia Hale, co-Chair EREN

Karen Halliday, Dean of Systemic Inclusion, CSE

Colm Harmon, VP Students

Johanna Holtan, co-Convenor REAR subcommittee

Jenny Hoy, CAHSS EDI Convenor

Nadir Junco, co-Chair Staff Pride Network

Sophia Lycouris, Joint Unions Rep   
Pauline Manchester, Deputy Director Planning & Policy, GASP

Denise Nesbitt, Director Talent and Development, HR

Katie Nicoll Baines, co-Chair Staff Pride Network

David Smith, Convenor LGBT+ subcommittee

Zoe Stephens, Director Estates Business Services, Estates  
Caroline Wallace, Head of HR EDI   
Robyn Woof, EUSA Trans and Non-Binary Liberation Officer

**Apologies**

Cathy Bovill, Dave Gorman, Jeni Harden, Melissa Highton, Danielle Marlow, rashné limki, Theresa Merrick, Michael Ramsammy, Liz Reilly, James Saville, James Smith

**In Attendance**Shireen Jawas, EDIC secretariat

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| **1.** | **Welcome and apologies** *(SCB)*  Apologies were noted and Victoria Buchanan, Olivia Eadie and David Smith were welcomed as new members. The committee noted that Sandy Tudhope is stepping down from his role on the committee and thanked Sandy for all his work in the role. |
| **2.** | **Minutes and actions** *(SCB)* Previous minutes were approved subject to one amendment. The committee agreed that a summary note of EDIC meetings will be published going forward.  Actions from last meeting   * The Gypsy, Traveller, Roma, Showmen and Boaters’ Pledge proposal will be taken to University Executive.   **Action: GTRSB Pledge to be taken to University Executive for approval.** |
| **3.** | **Convenor’s update** *(SCB)*   * The Task and Finish Group, set up to consider examples of antisemitism to support the IHRA definition, met in January. A follow-up meeting will establish if this group can do the focused piece of work or if other approaches will be required. * Curriculum Transformation Project (CTP) – Advance HE is completing a piece for work on integrating EDI in CTP. Workshops and resources will be delivered to help embed EDI in practice. * The Provost is convening a group to look at issues around academic freedom. EDIC Convenor will update the Committee as discussions develop. |
| **4.** | **Update on new subcommittees** *(SCB)*   * Harriet Harris and Liz Grant have agreed to co-convene the Faith and Belief subcommittee, and will join EDIC going forward. The Committee noted the draft Terms of Reference (ToRs) for this subcommittee. * David Smith has agreed to co-convene the new LGBT+ subcommittee and ToRs will be developed. * New Convenorship for the Gender Equality subcommittee is yet to be confirmed. * Victoria Buchanan will co-convene the Disability and Inclusion subcommittee. * Work is underway to refresh EDMARC as a subcommittee of EDIC. |
| **5.** | **Race Equality and Anti-Racist (REAR) Action Plan** *(JH)*  The Committee considered the updated REAR action plan and made several suggestions for action. The Committee discussed and approved the key priorities:   * Ensure report and support mechanisms are fit for purpose for staff and students who experience racially-motivated aggressions, bullying and hate crimes; * Address the unequal experience and under-representation of BAME staff across the University; * Decolonise curricula in all Schools through the Curriculum Transformation Project; * Address student achievement and attainment gaps through curriculum reform and enhanced student support; * Tackle student under-representation through review and update of student recruitment practices across the University.   The Committee also endorsed the direction of travel of the detailed action plan. This will be taken to University Executive for consideration at its March meeting. The Committee expressed its thanks for the time and effort of everyone involved in developing the plan.  **Action: REAR priorities and action plan to be taken to University Executive for approval.** |
| **6.** | **EDI data: Public Report** *(PM)*  The Committee received and discussed a draft of the Staff and Student EDI Data public report. This report fulfils reporting obligations under the Public Sector Equality Duty and the Scottish Code of Good Higher Education Governance. The Committee noted and welcomed wider activity to develop internal data dashboards to stimulate and guide actions at a local level.  The report will be taken to University Executive for consideration at its March meeting, to Policy and Resources Committee (PRC)and finally to University Court in April prior to publication by 30th April 2023. The Committee expressed its thanks to the GASP team for all the work behind the report and dashboard development.  **Action: EDI Data Public Report to be taken to University Executive, PRC and Court for approval.** |
| **7.** | **Equality Outcomes and Mainstreaming Progress Draft Report** *(CW)*  The Committee received and discussed a draft of the Equality Outcomes and Mainstreaming Progress Report 2023. This report fulfils reporting obligations under the Public Sector Equality Duty to demonstrate progress towards achieving the Equality Outcomes 2021-2025, and mainstreaming of EDI in the University. The report will be taken to the University Executive, PRC and to University Court for approval prior to publication on 30th April.  The Committee welcomed this positive and reflective summary and expressed a keenness to celebrate the progress that has been made. The Committee also gave its thanks to the HR EDI team for all their work bringing this report together.  ***Action: Equality Outcomes and Mainstreaming Progress report to be taken to University Executive, PRC and Court for approval.***  ***SCB and CW to work with C&M on communicating the report and its contents.*** |
| **8.** | **Flag flying to mark EDI calendar events** *(SCB)*  The Committee received and discussed the current corporate calendar of flag-flying to mark key EDI dates. The Committee recognised the concern that a greater proportion of flag-flying related to LGBT+ equality, and reflected on the long history of flags within this movement. The Committee agreed that the list of flag flying dates should continue to be followed and that requests for other EDI related flags would come to EDIC for review. Suggestions for additional EDI-related flags would be welcomed. |
| **9.** | **EUSA representatives updates**  The Committee received updates from the EUSA VP Welfare and Liberation Officers, which included but was not limited to:   * Work with student parent rep to address some long standing issues such as accessing sporting facilities with children; * A restart of the ‘Let’s talk’ wellbeing campaign; * A refresh of the ‘No excuse’ campaign; * Pilot scheme to provide free reusable sanitary products for students; * A motion at the upcoming Student Council for continued funding for the student survivor project in collaboration with Edinburgh Rape Crisis. * Concern about the relationship between freedom of expression and EDI   ***Action: SCB and LE to discuss funding for student survivor project.*** |
| **10** | **AOB** The Committee noted that the International Women’s Day Lecture series had been paused in recent years, and a restart was planned from 2024. |

**Summary of actions**

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| **Item** | **Action** | **Owner** |
| **2** | *GTRSB Pledge to be taken to University Executive for approval.* | **LE** |
| **5** | *REAR priorities and action plan to be taken to University Executive for approval.* | **SCB** |
| **6** | *EDI Data Public Report to be taken to University Executive, PRC and Court for approval.* | **SCB/PM** |
| **7** | *SCB to take the Equality Outcomes and Mainstreaming Progress Report to University Executive, PRC and Court for approval. SCB and CW to work with C&M on communicating the report and its contents.* | **SCB/CW** |
| **9** | *SCB and LE to discuss funding for student survivor project.* | **SCB/LE** |