

EDIC Race Equality and Anti-Racist (REAR) Sub-Committee

Wednesday 1st July 2020, 10am MS Teams

Attendees

AKINOLA Janka, Aisha - BlackEd

ARSHAD, Rowena – Convenor

CATTELL, Laura – Head of Widening Participation

CHIGUMBA, Mukai - BlackEd

CURRY, Tommy – co-opted

DOUGHTY SHENTON, Dahlia - CMVM

GIEBAN-GAMAL, Emma, CAHSS EDI Committee

HALLIDAY, Karen – CSE E&D Convenor, College of Science & Engineering

HALL-LEW, Lauren – Women of Colour Staff Network

IRAKOZE, Martine - BlackEd

LIMKI, Rashne – E&D Director, Business School

LIU, Sarah – BAME Network

MEER, NASAR - RaceEd

NGOBENI, Ayanda – BME EUSA Liberation Officer, EUSA

PHADWAL, Kanchan – Co-Chair of E&D Group, Roslin Institute

PINNICK, Timmy - BlackEd

SCOTT, Katie – BAME Mentoring Network

SENA, Emily – Edinburgh Race Diversity Network

SHIRLEY, Jefferson – co-opted

SRINIVASAN, Krithika – EDI Lead, School of Geosciences

VADASAIRA, Shaira - RaceEd

WALLACE, Caroline – Snr Partner Equality, Diversity and Inclusion, HR

In attendance

CHAPMAN, Karen – CMVM E&D Co-Convenor, Queens Medical Research Institute

JAWAS, Shireen – PA to Sarah Cunningham-Burley, UoE Lead for EDI – admin support

Apologies

GRAY, Mohini – Edinburgh Diversity and Inclusion Network

1. Introductions

The Group's purpose is to shape the initial stages of the action plan. Thereafter, the aim is to take on more of a monitoring role, with action being taken by budget holders/service providers in Schools and Colleges.

2. Agreeing the aim of this group and open discussion

The primary aim of this sub-group is to promote activity across the University to end systemic racism and inclusion of BAME staff and students. The Group will recommend actions that EDIC will take to University Executive.

RA proposed further meetings in October, February and May. In between, communication can take place via email with work going on behind the scenes and a progress update at each meeting on the action plan.

3. Open Discussion of the Draft Action Plan/other issues

The following issues were raised as of interest/concern to the Group.

Robustness of current procedures of dealing with racial incidents particularly in relation to relevant action against perpetrators. The group queried if there was a '3 strike rule' which could be applied and to ensure procedures were more effective. There was also a call for mental health counselling to be offered to the complainant if required.

Reporting

- Racism not specifically considered as part of new reporting system. Concern expressed that new reporting system was designed for tackling gender violence and race is being tagged on
- Suggestion was to have a racial literacy course for student counsellors and staff to assist with reporting process
- Needs to be joined up with Wider EDI training lead by Careers Service
- Dialogue should be undertaken with research councils in bid to get them to change their processes and evaluation so that it better reflects a commitment to race equality, greater BAME representation on research topics and investigators
- HR looking at developing learning resources for staff including list of mechanisms whereby staff can get up to date information – list of resources will be sent to those who indicate interest for comment

Underrepresentation of staff and students in recruitment

The following points were made:

- More action needed to ensure recruitment process focuses on the hiring of diverse people i.e. BAME rep. EDI needs to be an aspect at all stages of recruitment, particularly for recruitment panels and interviews. While this is meant to be happening across UoE, practice remains ad-hoc.
- Greater engagement needed with local BAME communities to promote UoE as a good employer
- Need for EDI ownership at senior level
- A need to produce protocols to tackle unconscious bias
- Promotion of BAME staff and racial pay gap need addressing

- Suggested Ed Global be brought in on relevant discussions around the recruitment of MBA students/scholarships.
- SRA currently looking to recruit for a BME community outreach post focusing on the local community.
- Equality impact assessments – these should be essential when implementing policy
- Conversations should be held with networks such as Edinburgh Local, to put together an outreach programme for primary and secondary schools.

Language of the Plan

- Lack of anti-blackness reference in current draft of action plan
- Focus needs to be on the understanding of racism and UoE culture
- Black British and British Asian also underrepresented

Funding

- More discussion required between the need to mainstream and the need to have some ability to commission projects to progress the Group's work
- Group stressed that EDI work cannot be done continuously as an 'add on' – University might need to reprioritise at points to enable funding of mainstreaming EDI work. EDI work should also be taken forward as part of allocated workload time and not just on goodwill.

Data

- EDMARC data needs to be more transparent and granular. EDMARC data also needs to be more widely disseminated.
- It is understood that a separate EDMARC EDIC subgroup will be set up

David Hume Tower

A petition has been drawn up by BlackEd to have the David Hume Tower renamed and reps on the Group requested a statement from the University.

Racial Literacy

- The Group indicated it was important to engage white students on improving their racial literacy
- Business School reported that they were putting on a range of induction events for Undergraduate/Postgraduate students. Events will get them thinking about race and how it works in more structural ways.
- EUSA looking at different types of training that can be given to a large proportion of students

White Allies

A discussion took place about what white ally-ship means. Discussions focussed on the need for genuine anti-racist allies.

Next Steps

- RA to incorporate ideas and suggestions into the plan and then circulate for any additional comment
- SCB will then take the signed off plan to UE

4. Date of next meeting

6th October 2020, 10:30

Action	Owner
<i>Counselling action/proposals need to be strengthened in action plan</i>	RA
<i>Look at lack of use anti-black language in action plan</i>	RA
<i>Take forward reporting mechanisms in recruitment and learning and teaching</i>	RA
<i>How do we join up student and staff race literacy and EDI training for staff?</i>	RA/LC
<i>Laura to send more details of planned BME community outreach role within SRA</i>	LC
<i>Budget and EDMARC data points made above to be included in the plan</i>	RA
<i>CW to send out list of online learning resources/delivery methods for staff</i>	CW
<i>Statement on the renaming of DHT. Raise with JS and colleagues</i>	RA
<i>EDI Leads to have more discussion on funding</i>	Various