



# THE UNIVERSITY of EDINBURGH

## EDI Race Equality & Anti-Racist Sub-Committee Wednesday 20<sup>th</sup> September 2023 1:30pm – 2:30pm Meeting note

### **Attendees:**

Emily Sena (ES), co-Convenor  
Michael Ramsammy (MR) co-Convenor  
Omolabake Fakunle (OF)  
Lauren Byrne, EUSA VP Welfare (LB)  
Laura Cattell (LC)  
Deepthi de Silva-Williams (DdSW)  
Dahlia Doughy-Shenton (DDS)  
Jim Galbraith (JG)  
Mohini Gray (MG)  
Karen Halliday (KH)  
Sarah Liu (SL)  
Roisin McKelvey (RM)  
Silvia Perez-Espona (SPE)  
Vanish Bali (VB)  
Rashne Limke (RL)  
Lilian Lee (LL)  
Ellie DeLappe (EDL)

### **Apologies/Not in attendance**

Caroline Wallace  
Rebecca Shade  
Rayya Ghul  
Felicia Murray  
Tommy Curry

#### 1. **Welcome and introductions**

ES welcomed everyone to the meeting, noting Johanna Holtan's departure from the University as a great loss for the institution and committee. MR has agreed to stay on as co-Convenor until a new professional services lead has been identified. The committee welcomed two new members, Lilian Lee (LL) and Felicia Murray (FM).

MH noted actions that had been completed since last in convenorship  
- Action plan approved. The majority of this meeting will focus on one priority of the plan. Some data analysis work has been completed but more focus needed on student data going forward.

**Action: ES to work with C&M colleagues on university-wide comms around the plan.**

**Action: ES to review data analysis work that has been completed during her absence.**

#### 2. **Minutes and Actions**

Update on page 3, point C: the two secondment posts are now live, graded UE09.



3. **Priority document – Priority 2 discussion**

REAR to put forth recommendations to EDIC which is meeting Thursday 28<sup>th</sup> Sept. Update on priority 1: The expanded platform has now been live for 2 weeks and already a couple of reports have come in. More work needs to be done to encourage students to report incidents, even if they don't want support, so they can be included in the data to further justify the service need. LL working on comms to promote the service. Information has been circulated at college level in the hope it will be disseminated and LL will be putting on roadshows around the campus to promote the service. LL also working with student advisors, EUSA Liberation Officers and EUSA VP Welfare. Needs REAR's help to promote platform. Points raised in discussion: -

- R&S is a platform just for students but there is no mention of students on the website – there may be confusion as to who should use it.
- no separate reporting mechanism for staff

**Action: KH to link up R&S platform with the CSE website.**

**Action: ES and MR to create a final shareable version of the action plan**

Priority 2. Underrepresentation of BAME staff across the University, with equal focus on staff, both in academic roles and in professional services.

The committee had an open discussion on how to address this and the main points raised were: -

- CSE is trialling an American based model of diversifying recruitment, focussing on early career researchers. CSE missed previous targets by a big stretch. Recruiting a cohort in the CF round into a supported model. Cohort will get training, an automatic network of like-minded individuals to facilitate discussions about what other skills, apart from research, they will bring to the table. Research shows that this type of recruitment pulls in other types of candidates with positive skills than if just assessing on research – it's a recruitment package of tools and support. Receiving some pushback from colleagues but that is to be expected.
- Targets were set by the University but how would we benchmark with this recruiting process going forward if deemed appropriate? How would we determine what our targets should be?
  - o Indicators within the University Strategic Performance Framework to benchmark other local institutions.
  - o Once researched and in the short term we could put forward a % increase target for next few years.
  - o Use in conjunction with the Curriculum Transformation Project – finding gaps within the existing curriculum and then reshaping.
  - o Addressing poor performance in relation to current staff. Also look at more targeted talent/development schemes for diverse communities. How can we ensure staff networks are viewed as 'more official' and therefore supported and recognised? Reinforce inclusive behaviours as part of annual reviews. There is a difference between non-UK and UK BAME staff numbers particularly in the professional services side.

**Action: KH to share reflections at next REAR meeting, after pilot evaluation.**

**Action: Committee members to relay any other thoughts/comments to ES after meeting.**

4. **Update on BAME report (Omolabake Fakunle)**

Research was commissioned a while back to try and understand better the experiences and motivations that prospective and current students had for applying or not applying to the University of Edinburgh. Research targeted students from



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racial minority backgrounds and primarily those who were living in disadvantaged areas.

Research looked at what exactly it meant for them to be black, Asian or from a minority ethnic background before they even considered going to university. Then, their journey to Edinburgh – what motivated them, their preferred universities, reasons, financial considerations. Research specifically homed in on what students knew about WP at Edinburgh. Results were mixed. Despite getting accepted, some declined the offer for reasons linked to not feeling safe, lack of key representation at the institution. Diversity in terms of the student experience at Edinburgh, really does matter when attracting and supporting BAME students.

The report has provided a bunch of recommendations in terms of communication, addressing the lack of awareness of scholarships, the need for anti-racist education and racial literacy amongst staff.

The research took about 2 years and the team have forwarded a short summary to ES. LC making arrangements for the team to present at other committees and groups throughout the institution. Through promotion of the findings, it's hoped that an implementation strategy based on the recommendations will be put in place.

## 5. Date of Next meeting

TBC. The next meeting will be of the usual length.

## Action Log

Item No	Action	Action Owners
1	<i>ES to work with C&amp;M colleagues on university-wide comms around the plan.</i>	<b>ES</b>
	<i>ES to review data analysis work that has been completed during her absence</i>	<b>ES</b>
3	<i>KH to link up R&amp;S platform with the CSE website.</i>	<b>KH</b>
	<i>ES and MR to create a final shareable version of the action plan</i>	<b>ES &amp; MR</b>
	<i>KH to share reflections at next REAR meeting, after pilot evaluation.</i>	<b>KH</b>
	<i>Committee members to relay any other thoughts/comments to ES after meeting.</i>	<b>All</b>