

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

Tuesday 23rd February 2021, 10:30am MS Teams

Attendees

AKINOLA Janka, Aisha - BlackEd

BLACKING, Thalia – Co-Chair of E&D Group, Roslin Institute

CHIGUMBA, Mukai – BlackEd

CREIGHTON-OFFORD, David - EREN

CURRY, Tommy – co-opted in

DE SILVA-WILLIAMS, Deepthi – Communications and Marketing

DOUGHTY SHENTON, Dahlia – CMVM

GRAY, Mohini – Staff BAME Network

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

HALL-LEW, Lauren – Women of Colour Staff Network

HOLTAN, Johanna – Co-Convenor

IRAKOZE, Martine - BlackEd

LIMKI, Rashne – E&D Director, Business School

LIU, Sarah – BAME Network

MEER, NASAR - RaceEd

NGOBENI, Ayanda – BME EUSA Liberation Officer, EUSA

PINNICK, Timmy – BlackEd

REILLY, Liz – Director of Philanthropy & Donor Relations, D&A

ROWSON, Emma – SRA sub-programme, SEP

SANTAYANA, Vivek – Joint Unions Liaison Committee

SENA, Emily – EREN

SRINIVASAN, Krithika – EDI Lead, School of Geosciences

TAO Can – Racism Unmasked Edinburgh

TURNER, John, Dr – Director, Institute for Academic Development

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

In attendance

JAWAS, Shireen – PA to Sarah Cunningham-Burley, UoE Lead for EDI – Admin Support

Apologies

ARSHAD, Rowena – Co-Convenor

BEVAN, Charlie – MasterCard Foundation Program, Edinburgh Global

GIEBAN-GAMAL, Emma, CAHSS EDI Committee

CATTELL, Laura – Head of Widening Participation

SHIRLEY Jefferson – Student Recruitment & Admissions

VADASAIRA, Shaira - RaceEd

1. Welcome and apologies

Johanna (JH) ne to the meeting, particularly the committee's newest members.

2. Matters Arising

Liz Reilly (LR) to be added to the list of attendees at the meeting on 06/10/2020

An update was given on action points from the previous meeting.

Action	Owner	Update
2. Make subgroup note/action points available to all.	SJ/RA	Completed. Link to page here:- Race Equality and Anti-Racist Sub-Committee (REAR) The University of Edinburgh
Update from Widening Participation		<ul style="list-style-type: none">• Planning round approval for an Outreach Officer to be located in SRA to focus on attracting and supporting applicants from ethnic minority groups (with a focus on those from socioeconomically disadvantaged backgrounds and communities) – from Aug 2021 onwards.• Researchers from Moray House on board to undertake research & surveys in local communities & schools with school aged students from ethnic minority groups in order to guide future outreach activity – once we have approval we are hoping to involve University of Edinburgh students in this work (in a paid capacity).• Cowrie scholarships launched for Sept 2021 for black students from low-income households at University of Edinburgh – additional scholarships also being funded by University of Edinburgh – communications plan being drafted to ensure information reaches the communities it needs to – but also to connect this to the forthcoming outreach plans. We are also scoping out how to ensure the scholarships students are well supported once they start at the University.• To steer this work we are convening a small task and finish group of colleagues – invited at present Laura Cattell (WP/SRA), Liz Reilly (D&A), Deepthi De SilvaWilliams (CAM), Jennifer Brown (Scholarships), Johanna Holtan (MasterCard Foundation), Ayanda Ngobeni (BME Liberation Officer, EUSA), Sharan Atwal (Tackling Elitism – student led group). First meeting in mid-March• Other colleagues welcome to attend – but would suggest that we could send an update to this group by late March with a draft plan of action – for thoughts and input – if this group approves

3. Convenor's update

- **REAR Action Plan progress**

Recruitment of BAME counsellor - 3 FT BAME counsellors being recruited. An additional three counsellors (temporary posts) will also be recruited. Third party provider being put out to tender and applying organisations must have BAME counsellors on staff as well as staff who speak Mandarin.

Report and Support – JH and Ayanda Ngobeni (AN) have put together a PHD internship opportunity to map out data and to collate what is happening across the Uni in terms of reporting. Discussions taking place on what the current challenges are/what needs to be improved – one being the very low numbers of reporting (since 2017 14 incidents reported by students, 3 by staff). Gender based violence and sexual harassment mechanism being launched shortly. Phase two to include racism and micro aggressions – discussions to take place. The committee then discussed and the main points were:

- the need to secure funding
- there are concerns around the handling and accessing of the data coming from the School of Biomedical Sciences stand-alone reporting platform.
- Local reporting processes should be kept in place where possible
- The platform is designed to be used to report any incidents, whether they take place on campus or elsewhere.
- Dignity and respect champions – names were previously published but this caused a few issues. Now enquiries come in to a managed EDI inbox and are directed to a dignity and respect advisor. More needs to be done to raise awareness of this service.
- EUSA do not currently promote anonymous reporting. It has two complaints processes – 1) reports referred to Student Opportunities Department i.e. student-led activity complaints, general reporting. 2) The Advice Place – 3rd party hate crime reporting function.
- The need to raise awareness amongst staff

Representation of BAME staff

One of the more challenging areas to progress. Dave Gorman (DG), CSG EDI Convenor will be working with the committee on this.

- **Improving attainment gap**

Mohini Gray (MG) updated the committee on the PTAS project and research looking at improving the attainment gap. An intern has been recruited and has just finished a literature review that can be shared with the committee. The research will produce 50 in-depth qualitative research interviews, which will essentially provide an understanding of the lived-in experiences of UoE students. Reviews have concluded that a student's sense of belonging is central to this issue – one of the main causes of the BAME attainment gap. The same issues are affecting institutions across the UK. There were a few recommendations from the staff at Warwick University who have been studying this issue for the past 3 years:-

- Set up a group in every school which is only focussed on the BAME attainment gap
- Buy-in from senior management in each school group

- Set a timeline for achieving goal

Committee members then shared their thoughts: -

- Need for data to be disaggregated
- Data is very difficult to access but is necessary to determine what is done at a school level
- Improve on systems rather than begin from scratch
- Concentrate on educating staff and students so they can understand the issues on the ground, then develop a coordinated strategy

Racist and homophobic attack at virtual pro-black and anti-gay event (hosted by the African Caribbean Society (ACS))

Mukai Chigumba (MC) gave a brief description of the attack that happened last Sunday. Support has been received from EUSA and the University, but the ACS would like to turn the attack into a teaching opportunity for students. It would like to hold a conference on how to deal with discrimination, made up of three separate events – racism, homophobia and sexism. Anyone on the committee who is interested in being on the panel for/speaking at any of these events should follow up with MC directly.

4. Action following the racist attack in December 2020

Sarah Liu (SL) asked what the University was doing to provide a safe environment for students and staff. She stressed it was important for the University to recognise these instances as racist attacks. NM confirmed the attack in December was referred to as an 'incident' and not a racist attack at the request of Police Scotland who were investigating. There is frustration that the University did not take the opportunity at the time to communicate progress/work relating to the action plan, even if it was deemed reactive. There seems to be no communications going out on actions/progress.

- Staff development e.g. security guards, SSOs
- lack of EDI training for Security and student-facing support staff. NM working on a supportive toolkit for these two groups but keen to get a steer on what training should be provided. One suggestion from the committee was bystander training for non-security staff.

5. Decolonising the Curriculum

Rowena Arshad has been working on this with EDI convenors and there will be a session with Gwenetta Curry and others around decolonising the curriculum within schools and ensuring a baseline on understanding of that approach. There was then a discussion relating to the BBC article MH had provided ahead of the meeting. The main points raised were:-

- Any action shouldn't be a knee-jerk reaction
- There should be a joined up approach to the project
- Each school should have a group focusing on this issue but should be communicating and coordinating with all to ensure quality control/holistic learning etc.
- Lots of activity across the UK, providing opportunities to learn from others for example Nottingham
- Local EDI governance has led to a duplication of work in the College of Science & Engineering (CSE)

- First race equality training workshop hosted by Advance HE for senior management and heads of schools in CSE has taken place
- RL in Business School has run EDI training for PTs, TAs and developing one for the school executive
- UoE should be publishing BAME attainment gap data. When will this happen?
- School of Literature, Languages & Culture has created a website called the LLC anti-racist resource hub. Staff and students can use the information and resources on this website
- More high level communications needed informing staff and students of ongoing work and future projects
- CSE recruiting for an u/g intern to help with its comms work

6. **Race Equality Charter**

The University has applied for the race equality charter twice previously and has failed to acquire. Committee are keen to apply again as it is on the REAR action plan to do so.

7. **Racial literacy in leadership and management**

CW briefed the committee on progress to improve race literacy for managers and leaders.

- An ally toolkit has been developed and accessible to all staff. Has had 1000 views 2 weeks after launch – has been well received
- Much of the material used in the Advance HR Equality workshop that CW and IAD staff attended, are already in use within UoE resources, but more awareness of these resources is needed
- Using old and developing new resources to embed and mainstream racial literacy in the leadership and management programme
- Looking to create ‘assets of expertise’ that will bring core knowledge to the table. RA has agreed to record a talk on race and racism and Umar Malik (HR) on islamophobia. External assets can also be used for this purpose.

The committee then discussed other ideas.

- Possible for racial literacy to be a mandatory skill/qualification for both academic and non-academic staff?
- Racial literacy training should be a process of in-depth reflection
- It is possible for racial literacy to be embedded in the Edinburgh Awards Scheme, which sits with IAD.
- SCB keen to have a short-life working group to look at training and resources

8. **Recognition for EDI-related work across various Schools/Colleges**

9. **Plans for increasing the representation of BAME staff**

10. **Support for staff with caring responsibilities**

Sarah Liu (SL) raised some points under agenda items 8, 9 & 10

- Would like to see the Senior Leadership Team action their plans to increase representation of BAME staff
- Any action should involve people ‘on the ground’ through various processes – recruitment, retainment, promotion etc.

- Workload allocation on EDI – has there been any progress? There needs to be a universal standard.
- Lack of childcare at the University is an issue that has been brought up time and time again – this is something that disproportionately affects BAME staff

The Gender sub-committee is looking at childcare as part of its action planning.

In relation to BAME representation and specifically, the recruitment for Chancellors Fellows – targets were set, there were weekly College-lead meetings, guidance was produced etc. The guidance can be adapted to use in all recruitment. The Scottish Government has produced a toolkit for minority ethnic recruitment and HR are looking at ways to make this operational. Where senior posts are coming up, HR partner colleagues are working with recruitment leads to identify ways to diversify the applicant pool. The community engagement plan is being used to try to promote the University as a good employer locally. The University has used the genuine occupational requirement provision in the equality act to recruit the BAME counsellors. The committee then gave their thoughts:-

- Can the genuine occupational requirement provision not be used in other recruitment campaigns?
- Relocation packages were used in recruiting the BAME counsellors. Can this not be done for other posts?
- 3 out of the 5 counsellors recruited are BAME, with one offering mandarin counselling sessions
- In the Chancellors Fellowship, recruitment round, target quotas of 50% women and 20% BAME were set. This is a big step forward. CSE are looking into why it only met 9% of the 20% BAME target.
- Positive steps are being taken to broaden the promotions criteria.
- CSE pay the annual subscription to STAMP and will continue to do so on behalf of the University.
- What are the EDI Lead roles across the University equivalent to in terms of other posts? Guidance needed around proportionate/equivalent workload

11. **Tackling Islamophobia – definition and action adopted by the University**

EREN has adopted islamophobia as a theme for the year. It is keen that the University adopts a clear definition of islamophobia – this should be an action point to take to the EDIC. The University should also recognise islamophobia awareness month. EREN are putting together a small working group to identify other actions to progress this year. ES to update the committee on this at the next meeting.

Action: anyone interested in helping with this work to contact ES directly.

RA has suggested this be kept as an ongoing agenda item.

12. **Any Other Business**

Getting women of colour from a grade 9 to a grade 10 is difficult. MG highlighted a senior leadership programme for women in colour, which is targeted at those at grade 8 or 9 who are looking to progress. The application round closes shortly and she asked the committee

to circulate the link to the application form to any interested parties.

Liz Reilly (LR) drew the committee's attention to the new black scholarships available for u/g students. The Levy and Cowrie scholarships are available to students starting in autumn 2021. Applications for this will be coming in from April and Liz asked for the committee's help in promoting them. ES stressed the need for caution. In the past, it has become too easy for programmes such as this to help only privileged black students, not all the ones that really need assistance.

SL requested a timeline for the actions points raised at the meeting.

13. Date of next meeting

11th May 2021 10:30am

14. Table of Action Points from this meeting

Agenda item	Action Point	Owner	Action plan item
3b	<i>Circulate recommendations for ways to start improving BAME attainment gap to committee</i>	MG	
3b	<i>Discuss first steps at follow-up meeting with co-convenors</i>	JH/RA	
3b	<i>Compare MasterCard scholar outcomes with those students of a similar background and share with MG</i>	JH	
5. Decolonising the curriculum	<i>JH to follow up with RA on proposed high-level central committee – has there been any progress?</i>	JH	
	<i>Anyone interested in helping RL put together a bid for a larger grant to expand ongoing work to get in touch with her directly.</i>	Committee	
	<i>Anyone interested in producing 'standardised' EDI training using local materials already in place to get in touch with RL.</i>	Committee	
	<i>JT and RA to discuss with SCB the possibility of recruiting a project manager to oversee coordinated approach.</i>	JH/RA	
6. Race Equality Charter	<i>AN, ES, CW and JH to liaise with SCB on applying for again.</i>	AN, ES, CW, JH	
8. Workload time allocation	<i>JH to liaise with SCB on progress made and update committee</i>	JH	
11. islamophobia	<i>Interested parties to contact ES to get involved in current/future activities</i>		
12. AOB	<i>JH and RA to look at actions in the plan and incorporate those raised at meeting to produce a timeline for the next meeting.</i>	JH/RA	
	<i>JH and RA to confirm mechanism for reporting/escalating issues to EDIC.</i>	JH/RA	
	<i>The committee to look at organising an information/skills sharing meeting for April/May</i>	Committee	