



THE UNIVERSITY *of* EDINBURGH

EDI Race Equality & Anti-Racist Sub-Committee Thursday 25th March 2023 10:30am Note of Meeting

ATTENDEES

Byrne, Lauren – EUSA VP Liberation Officer
Cattell, Laura – Head of Widening Participation
Doughty Shenton, Dahlia – CMVM
Fakunle, Omolabake – Moray House School of Education and Sport
Galbraith, Jim, Senior Strategic Planner
Gieban-Gamal, Emma – CAHSS EDI Committee
Gray, Mohini – Edinburgh Diversity and Inclusion Network
Holtan, Johanna – co-Convenor
Liu Sarah, Staff BAME Network
McKelvey, Roisin – eBASE Project, College of Science and Engineering
Ramsammy, Michael, co-Convenor

APOLOGIES/NOT IN ATTENDANCE

Bevan, Charlie – Mastercard Foundation Scholarship Program
Curry, Tommy – PPLS
DeLappe Ellie – EDI HR Partner
de Silva-Williams, Deepthi - CAM
Grewal-Kang, Gurpreet – Student Admissions, R(D)SVS & The Roslin Institute
Ghul, Rayya - IAD
Halliday, Karen – College of Science & Engineering EDI Convenor
Hale, Olivia – Research Cultures Working Group
Jansen, Itandehui – Women of Colour Collective
Limke, Rashne, EREN
Perez-Espona, Silvia – R(D)SVS, EDI Easter Bush EDI Committee
Reilly, Liz – Development and Alumni
Vadasaria, Sharia – Race.Ed
Wallace, Caroline – Lead EDI HR Partner
Yusuf, Maryam – BAME EUSA Liberation Officer

1. Welcome and introductions

Michael Ramsammy (MR) welcomed everyone to the meeting, particularly new member Omolabake Fakunle (OF), EDI Director at Moray House School of Education and Sport (MHSOE).

2. Actions from the last meeting

The minute from the last meeting was agreed as an accurate record.

Actions

Mohini Gray (MG) – identifying previous BAME students at the Medical School; MR and Johanna Holtan (JR) to pick up on funding and representation on special collections and liaise with Daryl Green on special collections; Karen Halliday (KH) to update on advice from Gwenetta Curry at another time; An update on decolonising the curriculum will be given later on in the meeting. MR and Jim Galbraith (JG) still to pick up student data but will give a short update later on in the meeting; Tommy Curry (TC) - new posts associated with the research group have now been filled so



THE UNIVERSITY of EDINBURGH

work beginning there; Staff reporting to be picked up later in the agenda; JH liaising with colleagues on what other institutions are doing with their funding but hasn't had the capacity to pull information together as yet; JH and MR met with KH to discuss alignment around activity and resource with a potential statement on paper to EDIC; MR still to pick up resources for the decolonising project with TC.

A big thank you to everyone for their timely endorsement of and feedback on the action plan.

3. Update on action plan and discussion priorities

Ensure report and support mechanisms are fit for purpose for both staff and students who experience racially motivated aggressions, bullying and hate crimes. *Discussion on mechanisms and platforms to safely and independently report harassments and bullying, etc. at the University.*

Now moving forward with the action plan and keen to start creating a plan for different priorities, build on relationships with action owners, communicating journey so far on new website. A recap of the priorities:-

- A. Ensuring report and support mechanisms are fit for purpose for both staff and students who experience racially motivated aggressions, bullying and hate crimes.
- Initial focus on students, with staff following. MG involved in recruitment process for an advisor and support role.
 - Role has been offered to one of the interviewed candidates who has experience of working in the university.
 - MG putting together action plan to implement the BMA charter on racial harassment that the medical school signed up to. Initially thought new recruit would take on this work but that is one person dealing with 45000 students. No system in place behind post. Post has been graded a 6 but should be higher given responsibility.
 - Ideally each school has its own system for R&S but new recruit would act as a central liaison but this is 6 or so months down the line. MG hoping to put the necessary processes in place to make this work in the medical school. New recruit could then help implement the system in other ways.
 - How can REAR support this person?
 - MHSOE has created a 'report mechanism' form that can be channelled through to EDI reps at institute level. OF marketing this at the moment and happy to share more details and feedback received with REAR.
 - School EDI reps would need to be trained and work compensated, perhaps financially.
 - Centrally positioned wellbeing advisors have recently been recruited but it is unclear what training the recruits have had. They need to be made use of.
 - Job title of new post included the words hate, crime and bullying. This is inappropriate as most received complaints are about instances of microaggression. Students may feel this is not the right reporting process for them.
 - Educating students on the use of inappropriate language is key.

Action: MR and JH to follow up with Rebecca Shade and Lucy Evans about concerns raised above and invite them to next meeting.

Staff



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Sarah Liu (SL) shared her experience of using the dignity and respect advisor service.

- Quick to respond and pair SL with someone. But conversation quickly turned into SL being given advice about how to deal with the effects that racial discrimination had had on her mental health, rather than how to try and navigate the structural changes needed in her school. SL was also told that one incident is not classed as racism – it needs to be repeated incidents with same person for it to be racist. Advisor suggested specific person for SL to contact for support, but that person is someone who has been involved in incidents.
- Needs to be a wider review of the dignity and respect policy and how it is used.
- Advisors need to be trained.

Action: MR and JH to take up advisor's definition of what can be classed as racism, with SCB

Action: MR and SL to discuss SL's experience in more detail offline.

- Feeling that Senior Management in University are not supportive of change – the University is worried about its reputation.

Action: MR and JH to pick up concerns with Leigh Chalmers and Lucy Evans.

Developments coming out of the student report and support post, will directly inform what happens on the staff side.

An independent review of the staff reporting process is needed.

Need to find a way of collating and publishing staff experiences as part of this review. A central depository of stories held by REAR? SL trying to establish something similar. There was a general discussion about how this could be established/work.

Action: MR, JH, SL and others to discuss offline and think more about developing this idea.

B. To address the unequal experience and under representation of BAME staff across the University with equal focus on staff in both academic and professional service roles.

- Received a number of data sets from HR for both academic and professional service staff going back 5yrs. Collated for certain characteristics – binary gender, whether someone has reported as being part of an ethnic minority group and what that is. Tracks job roles, spine points. In the process of starting the analysis, led by MR. Looking for a snap shot of where people are, the known inequalities – particularly pay gap. Starting by looking at the current year's data, tracking back and hopefully by the next meeting, MR will have a broad overview of what things look like. In the first instance an internal REAR report will be produced with a view to channelling upwards.

Action: MR to report on progress at the next meeting.

There are plans to look at student data. **Action: MR and JG to start thinking about this.**



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- C. Decolonising the curricula in all schools through the curriculum transformation project.
- 2 posts are going through the curriculum transformation project as secondments – Decolonising the Curriculum and attainment gap. These are still going through the grading panel. SCB pushing for progress. The posts will be Grade 8/9/10 and be internal appointments. **Action: JT will update committee when she knows more.** Rashne Limke had provided some recommendations for the decolonising the curriculum post.
- D. Address student achievement and attainment gaps through curriculum reform and enhanced student support.
- MG nearly at the end of the analysis. **Action: MG to hopefully provide recommendations at the next meeting.**
 - MR, OF happy to look over the analysis when MG is ready to share.
- E. Tackle student under representation through review and update of student recruitment practices across the University.

MR met with OF to discuss about applying for a PTAS award to do something looking at both qualitatively and quantitatively, the recruitment practices and data on numbers. Aiming for the October deadline for PTAS submission for grants. Putting together a specific team of people with wide representation to look at the data.

Action: MR and OF to update on progress at the next meeting.

4. Discussion on resourcing of race equality/anti-racism work

MR and JH had a conversation with KH about hosting a gathering of interested stakeholders who are at the forefront of this work, to raise awareness of what still needs to be done and the resources required to make it happen. There's concern that with all the different subcommittees, that resources are being pulled from similar places and may not be as coordinated or aligned as they could be. It was suggested the EDI College Convenors should be in attendance at the proposed event. The committee then had a discussion about how to perhaps obtain more resources:-

- Planning round? There may be ways to submit collaboratively. Senior buy-in from budget holders needed. Focus on priorities.
- Strong student and staff views.
- More high profile communications.
- Talk of a strategic investment fund? University surplus?

MH and JH to follow up on event with Karen Halliday after receiving committee endorsement.

OF suggested that collating information on what EDI Directors do across the University, what committees are they a part of, what is their role etc. would be helpful. If this information was published it might persuade other Schools to raise their profile. Set up a share point set up that people can input into?

5. AOB

The Equality and Diversity report is going to Court in April and should be available



THE UNIVERSITY of EDINBURGH

online in the next month. **Action: JG to let REAR know when this has been published.**

6. Date of Next Meeting

TBC

Action Log

Item	Action	Owner
3	<i>follow up with Rebecca Shade and Lucy Evans re concerns raised about remit of new student report and support post, use of wellbeing advisors and invite them to next meeting.</i>	MR/JH
	<i>MR and JH to take up 'advised' definition of what can be classed as racism, with SCB</i>	MR/JH
	<i>MR and SL to discuss SL's experience in more detail offline.</i>	MR
	<i>MR and JH to pick up concerns about SM's lack of 'urgency' to make changes with Leigh Chalmers and Lucy Evans.</i>	MR/JH
	<i>MR, JH, SL and others to discuss idea of developing central depository for staff stories</i>	Various
	<i>MR to report on progress made with analysing staff data at the next meeting.</i>	MR
	<i>MR and JG to start thinking about student data analysis</i>	MR/JG
	<i>JH to update on CTP secondment posts</i>	JH
	<i>MG to provide recommendations from analysis of research at next meeting</i>	MG
	<i>MR and OF to update progress of PTAS application at next meeting</i>	MR/OF
4	<i>MH and JH to follow up on event with Karen Halliday after receiving committee endorsement.</i>	MR/JH