

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

Tuesday 6th October 2020, 10:30am MS Teams

Attendees

AKINOLA Janka, Aisha - BlackEd

ARSHAD, Rowena – Convenor

CATTELL, Laura – Head of Widening Participation

CHIGUMBA, Mukai - BlackEd

CURRY, Tommy – co-opted in

DE SILVA-WILLIAMS, Deepthi – Communications and Marketing

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

NGOBENI, Ayanda – BME EUSA Liberation Officer, EUSA

PINNICK, Timmy – BlackEd

Santayana, Vivek

SENA, Emily – Edinburgh Race Diversity Network

SRINIVASAN, Krithika – EDI Lead, School of Geosciences

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

VADASAIRA, Shaira - RaceEd

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

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

MEER, NASAR - RaceEd

SCOTT, Katie – BAME Mentoring Network

1. Introduction

Rowena welcomed new members Deepthi De Silva-Williams and Vivek Santayana.

2. Matters Arising

An update was given from the Action Points from the previous meeting.

| Action | Owner | Update |
|--|-------|---|
| <i>Counselling action/proposals need to be strengthened in action plan</i> | RA | Done |
| <i>Look at lack of use anti-black language in action plan</i> | RA | Done |
| <i>Take forward reporting mechanisms in recruitment and learning and teaching</i> | RA | Work in progress |
| <i>How do we join up student and staff racial literacy and EDI training for staff?</i> | RA/LC | <p>Recognising and Counteracting Racial Microaggressions resource has been developed by IAD in partnership with BAME students. https://blogs.ed.ac.uk/learningexchange/2020/08/27/recognising-and-counteracting-racial-microaggressions/</p> <p>Véronique Desnain (LLC) in partnership with BlackEd students and Ayanda Ngobeni (EUSA) have developed a racial literacy resource (funded by LLC and Careers and Employability) which will be launched during Black History Month and available for use across the University.</p> <p>Careers and Employability have developed a student facing resource which pulls in the resources mentioned above but also others https://www.edweb.ed.ac.uk/equality-diversity/students</p> <p>Human Resources have also pulled together staff facing learning resources</p> |

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|---|---------|---|
| | | https://eu01.alma.exlibrisgroup.com/leganto/readinglist/lists/26401971290002466?institute=44UOE_INST&auth=SAML Discussions are taking place led by Careers and Employability (Shelagh Green) On how to ensure the racial literacy resources are used and embedded for all students |
| <i>Laura to send more details of planned BME community outreach role within SRA</i> | LC | Laura Cattell is drawing up a role descriptor and is seeking advice from the Committee in terms of what this role should cover and what it should achieve. |
| <i>Budget and EDMARC data points made above to be included in the plan</i> | RA | GASP have confirmed they will make EDMARC data more available particularly to Heads of Schools Budget requirements have been fed back to Sarah Cunningham-Burley |
| <i>CW to send out list of online learning resources/delivery methods for staff</i> | CW | Done – see link above relating to staff facing learning resources |
| <i>Statement on the renaming of DHT. Raise with JS and colleagues</i> | RA | Done – a statement was released on the temporary naming of DHT https://www.ed.ac.uk/news/students/2020/equality-diversity-and-inclusion-an-update |
| <i>EDI Leads to have more discussion on funding</i> | Various | Ongoing |

3. Updates on the Action Plan

Rowena reported that updates are coming in from action holders though not all updates have been received. Rowena agreed to provide a summary following this meeting once the majority of updates.

The meeting also agreed that action points from each meeting should be published online to ensure transparency but also as a way to indicate progress.

4. Table of Action Points from this meeting

| Agenda item | Action Point | Owner | Action plan item |
|----------------------------|--|---------------------|------------------|
| 2 | Make subgroup note/action points available to all. On the UoE EDIC pages? <i>(context – in the interests of being as transparent as possible)</i> | SJ/RA | |
| 2 | Look at setting up sharepoint site <i>(context - as above/dissemination of information/sharing best practice)</i> | SJ/RA | |
| 4 Draft Action Plan Update | Circulate supplementary paper to group outlining where progress has been made <i>(context – progress made has been slower in some areas; lots of responses coming in to RA in different ways via different platforms – needs collating)</i> | RA/SJ | |
| 4a Counselling | <p>There is a BAME Counsellor in Edinburgh but requires 50hrs to achieve full BACP accreditation – to seek support from Counselling services to act positively to offer opportunities to acquire the 50 hrs required if possible.</p> <p>Discussions have taken place with Andy Shanks, Ronnie Millar with support from Ayanda Ngobeni to take forward action to have a BAME Counsellor available for students. Sarah Cunningham-Burley has also reminded the University of the mission critical nature of this action point. The preferred route is to appoint a BAME counsellor to be a member of staff within the Counselling Service. Failing that to look to procure a 3rd party provider to boost counselling capacity for students of BAME backgrounds (if requested).</p> <p>To explore the possibility of relocation expenses if a BAME counsellor, if offered the post is prepared to relocate.</p> | <p>RA</p> <p>NM</p> | |
| 4b Report and support | Get Nov UE approval to use Harvard Discrimination Survey as a tool for collecting data for those overseeing policy and decision making <i>(context – data is very important in putting across case for making changes – this is often not disseminated to/used by those who actually make the decisions)</i> | RA/SCB | |

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| | Set up separate meeting with main stakeholders to discuss ways forward for report and support <i>(context – those involved should be those who can implement change)</i> | RA/SJ | |
| 4c BAME Outreach Officer | LC to work with various members of Group to decide what role should involve. <i>(context – draft JD has been written up but more work needs done on what role is to achieve)</i> Timmy Pinnick to share work that BlackEd has been doing in terms of outreach <i>(context – relating to schools in disadvantaged areas – promoting UoE as an inclusive institution)</i> | LC TP | |
| 4d Emerging Scholarships | LR to keep group updated on push for UoE pilot in supporting 12 British Black lower income students <i>(context – UoE has already signed up to supporting 3 via the Cowrie Foundation initiative)</i> | LR | |
| 4e ownership of action points | All action owners to update Convenor on related actions on action plan Convenor to continue to discuss ownership of actions with action leads <i>(context – some actions require more than one owner. Getting people to take responsibility where there are multiple owners can be challenging)</i> | All action owners RA | |
| Non-agenda item | IAD to provide group with information on proposed secondment for circulation <i>(context – secondment post to focus on aligning ongoing IAD work with objectives of REAR)</i> IAD looking for support from group in ongoing EDI projects / to share best practice. <i>(context – IAD looking to collaborate/share information - building on the progress of what's been achieved so far i.e. creating of staff resources, curriculum mini-series on Teaching matters website)</i> | JT JT | |
| 5 Recognition of Labour on WAM | Convenor to liaise with EDI lead on what is/has been done on getting labour recognised <i>(SL and others had discussed this with Uni EDI Lead previously and was looking for update; Priority of funding for EDI activity needed; what about professional services staff who don't get a WAM?)</i> | RA | |

Date of next meeting

23rd February 2021, 10:30am