



THE UNIVERSITY of EDINBURGH

EDI Race Equality & Anti-Racist Sub-Committee Microsoft Teams meeting Thursday 6th October 2022 10am Note of Meeting

ATTENDEES

Byrne, Lauren – EUSA VP Liberation Officer
Cattell, Laura – Head of Widening Participation
Curry, Tommy – PPLS
de Silva-Williams, Deepthi – CAM
Doughty Shenton, Dahlia – CMVM
Galbraith, Jim, Senior Strategic Planner
Ghul, Rayya - IAD
Gieban-Gamal, Emma – CAHSS EDI Committee
Grewal-Kang, Gurpreet – Student Admissions, R(D)SVS & The Roslin Institute
Green, Daryl – Head of Special Collections
Gray, Mohini – Edinburgh Diversity and Inclusion Network
Halliday, Karen – College of Science & Engineering EDI Convenor
Holtan, Johanna – co-Convenor
Jansen, Itandehui – Women of Colour Collective
Liu Sarah, Staff BAME Network
McKelvey, Roisin – eBASE Project, College of Science and Engineering
Perez-Espona, Silvia – R(D)SVS, EDI Easter Bush EDI Committee
Ramsammy, Michael, co-Convenor
Santayana, Vivek – Joint Unions Liaison Committee
Vadasaria, Sharia – Race.Ed
Yusuf, Maryam – BAME EUSA Liberation Officer

IN ATTENDANCE

DeLappe Ellie – EDI HR Partner
Jawas, Shireen – REAR Admin Support

APOLOGIES

HALE, Olivia, EREN
LIMKE, Rashne, EREN
REILLY, Liz
WALLACE, Caroline – Lead EDI HR Partner

1. **Welcome and introductions**

Johanna (JH) welcomed Michael Ramsammy (MR), co-Convenor of REAR covering for Emily Sena while on maternity leave. Lauren Byrne (LB) EUSA VP Welfare is also new to the committee. The other members introduced themselves. This will be Vivek Santayana's last meeting as he is moving to a new role.

2. **Updates: Interrogating Histories & Creating an inclusive institutional history framework** (*Daryl Green, Head of Special Collections*)

This work relates to items 11 and 12 of action.

First priority has been to look at the state of the University's archive and its ability to be used as an evidence base to support the University's pathway to learning and



THE UNIVERSITY of EDINBURGH

being more open about its history. Part of this included petitioning the University to open up some resource to make the archive more accessible. A policy advisory group will be advising on buildings, place names, artworks, monuments etc. The Research and engagement group will be recruiting postdocs to do research into the University's link to transatlantic slavery, empire and colonialism and development of racial thought. DG drafted some bullet points relating to items 11 and 12 for the committee to consider. Main points raised from discussion:-

- Historical recruitment of students will be included in the research
- Work is part of the overall reparative justice that needs to come to the surface.
- Funding sought from the University previously rejected
- UncoverED has done a bit of archive trawling to identify some of the first black students/those from the Indian continent.
- Matriculations records need to be sorted though, however they won't specify the students ethnicity/race, just the country of origin.
- Could REAR support this work from a financial perspective?

Action: Mohini Gray (MG) to contact DG about the possibility of identifying previous BAME students at the medical school.

Action: JH and MR to pick up funding issue with SCB

Action: JH and MR to discuss representation from special collections on the committee.

3. Minutes and Actions

- Funding for the attainment gap has come through. MG confirmed that 21 interviews have been completed. MG seeking assistance with analysing the data. Rayya Ghul (RG) happy to help with this. Talks from Birmingham University have recently been uploaded in to the external resources section of the hub. **Action: Karen Halliday (KH) to reach out to Gwenetta Curry to get advice for MG.**
- Revisit how to disseminate information about the decolonising the curriculum hub. It's proving difficult to get people to commit time and energy to contribute. RG hoping to recruit some interns to help develop an academic template. RG will be working with external network to create a joint resource for the Scottish Higher Education sector. Silvia Perez-Espona (SPE) keen to meet up with interested colleagues to share information. **Action: JH and MR to establish clear lines of communication throughout schools so to disseminate information about the hub.**
Action: KH to liaise with RG on development of DtC guidance document that CSE are producing.
- Counselling to be invited to next meeting to give an update on what they are experiencing.
- Follow-up on student recruitment and different priority areas. This can be discussed later today if there is time.
- Staff data group – MR to give an update later.

4. Progress & updates

Report and Support Platform

Racism mechanism launch happening soon. The grading of a UoE 6 post to help support the launch and develop the platform. The post will sit within USG and report into Deputy Secretary Students. Rebecca Shade is the main contact.



THE UNIVERSITY of EDINBURGH

Underrepresentation of BAME Staff (MR)

A data group has been set up to look specifically at what data is available and find a way of reporting it which fits the needs of REAR. Will have a double stream of data – staff and student but focusing on staff for the time being. Aim is to come up with a statistically robust and complex way of looking at the data in order to get the clearest picture with what is available. MR and Kaitlyn Hair starting the work off. A wider group will also contribute and develop ways to move forward with an achievable plan. A priority will be looking at various types of intersectionality, with a focus on gender - comparisons between academic and non-academic staff, different colleges/areas of the University. Keen to look at previously unrecorded data to do with the make-up of key committees and decision making bodies. Age and disability will be a focus as well as UK and non UK staff members, contract types etc. Data from last year is in preparation and a meeting with HR has taken place to discuss constraints and access. Having a detailed narrative around the numbers is crucial to understanding and highlighting what the main points of action (quantitatively driven) need to be. The group are aiming for the initial analysis to be done by the end of the year which will hopefully provide a starting point for looking at student data.

The decolonising project has made 2 hires to create a database which will look at staff, faculty and student underrepresentation. It may be useful for the data to group to connect with the new hires.

Action: MR and Jim Galbraith (JG) to catch up at a later point on student data.

Action: Tommy Curry (TC) to link MR up with new hires.

Curriculum Transformation Project

The project is going through a procurement process to appoint an external agency to work with it and to help ensure EDI is embedded at every stage. The process will last until February.

A draft job description for a decolonising secondment that will sit within the CTP, has been drafted. This is awaiting final sign off and will be advertised soon. There will also be a 6 month internal secondment post, which will look at the awarding gap and a helpful resources for MG to link up with.

Attainment Gap Research

MG in final stages of analysing 21 interviews. 5 more interviews (to take place shortly) will explore further into issues already uncovered. Interim results are now available. Main headlines are: students having a sense of belonging; students feeling that the white majority don't care about them/don't want to interact; not being 'seen' by the white majority teaching staff. It's a cultural change piece essentially. How do we bring change about? RG would like to include in the enablers of equality section of her online course 'living together as equals', some practical initiatives going on around the University for the course students to link in with. If anyone has any questions about the course or would like to contribute, they should get in touch with RG.

A wider discussion about the different issues and implementing a culture change then followed.

Action: Ellie DeLappe (ED) to take forward lack of awareness about the service the Dignity and Respect Advisors (DARs) provide, with senior HR colleagues.



THE UNIVERSITY of EDINBURGH

Action: MR and ED to discuss DAR recruitment processes.

Action: MR and JH to include sourcing funding to help provide more support for staff/scope for establishing punitive powers for the DARs and others dealing with complaints.

Action: MR to discuss staff reporting and any existing punitive processes with SCB and report back to REAR.

Funding

The committee agreed that funding for EDI activity needs to be ring-fenced.

Action: MR and JH to liaise with GGK on what other institutions are doing to fund their on EDI work.

KH putting together a costing plan for EDI activity for the College of Science and Engineering, the first ever to be done, and would welcome discussions with colleagues to collectively move things forward. There is little to no alignment between EDI and the Schools/Colleges.

Action: JH, MR, KH and others to produce statement/paper for EDIC to consider.

Action: JH and MR to think about how to incorporate funding and issues around disciplinary/reprimand, into the plan.

Action: MR to meet with TC to discuss experience of requesting resource for decolonisation project.

Specific examples of where investments have not been resourced should be highlighted to the University Executive.

Action: committee members to contribute to this list.

Other suggestions: - harnessing more colleagues at a senior level to assist SCB to make the case for more resources; presenting at Court? liaising with Lucy Evans, Deputy Secretary Students.

5. **Final approval REAR Action Plan**

Action: committee members to reflect on today's discussion and input comments into the planner/go direct to MR/JH. Committee may be asked to virtually approve the plan once it has been looked at again.