



## EQUALITY, DIVERSITY & INCLUSION COMMITTEE

20<sup>th</sup> February 2024, 2 PM - 3.30 PM, MS Teams

### Note of meeting

#### Attendees

Buchanan, Victoria, co-Convenor Disability and Inclusion subcommittee  
Byrne, Lauren –VP Welfare  
Cattell, Laura – Head of Widening Participation  
Collins, Sarah – CMVM co-Lead  
Eadie, Olivia – co-Director IAD  
Evans, Lucy – Deputy Secretary Students and USG EDI Lead  
Gorman, Dave – CSG EDI Lead  
Graf, Claire – co-Convenor Disabled Staff Network  
Halliday, Karen – CSG EDI Lead  
Harden, Jeni – Usher EDI Convenor  
Hoy, Jenny – CAHSS EDI Lead  
Lycouris, Sophia – Joint Unions Rep  
Manchester, Pauline – Deputy Director of Planning and Policy  
Middleton, Jen – co-Convenor REAR subcommittee  
Morzeria-Davis, Alex - co-Convenor SPN  
Nicoll-Baines, Katie – co-Convenor SPN  
Nesbitt, Denise – Talent and Development Director, HR  
Scholz, Ash – LGBTQ+ Officer  
Smith James – VP International – Convenor of the meeting (deputising for SCB)  
Stephens, Zoe – Director of Estates Business Services  
Turner, Jon – Curriculum Transformation Lead  
Wallace, Caroline – Head of HR EDI  
Woof, Robyn – Trans and Non-Binary Officer

#### In Attendance

Armstrong, Jessica – Policy Officer, GaSP  
Bromelow, Sebastian – Snr HR Partner, EDI  
DeLappe, Ellie – HR Partner, EDI (Notetaker)  
Galbraith, Jim – Senior Strategic Planner, GaSP  
Grieve, Katie (Deputising for Melissa Highton, ISG EDI Lead)  
Sim, Chris – Strategic Planner & Information Analyst, GaSP  
Woolley, Roy – Strategic Planner & Information Analyst, GaSP

#### Presenters of Paper C

Frith, Nicki – Senior Lecturer, LLC  
Curry, Tommy – Professor of Africana Philosophy

#### Apologies

Cunningham-Burley, Sarah – Convenor  
Harmon, Colm – VP Students  
Loretto, Wendy – Dean, Business School  
Limki, Rashne – co-Convenor EREN  
Shigmore, Rie – co-Convenor EREN



1. **Welcome and apologies – Prof. James Smith**

Apologies noted. JS welcomed everyone to the meeting, noting those in attendance and presenting papers.

2. **Minutes and outstanding actions – Prof. James Smith**

**PAPER A**

The committee approved the minutes for the January 2024 meeting for publication.

It was agreed the minutes for the December 2023 meeting would be amended to reflect the proposal for a Traveller Student site:

- Had support and offer of consultation from two NGOs,
- would have action taken by LE and also CH, from the WP point of view, which included engagement with the two NGOs.

***ACTION: December EDIC minutes to be amended.***

***ACTION: ZS will explore extending where free period-products are provided in the University and will update at a future meeting.***

***ACTION: LE is taking forward the proposal to have a Traveller Student site (progressing our commitment to the GRTSB pledge). LE will provide an update at a future meeting.***

The Trans and Non-Binary Liberation Officer informed the Committee of her resignation from the role with effect from 25<sup>th</sup> February 2024.

3. **Convenor update – Professor James Smith**

The institution's Athena Swan Silver award resubmission was made on 31<sup>st</sup> January 2024. The convenor thanked EDIC colleagues for their contribution.

CW echoed the Convenor's thanks to all members for their contribution that helped to inform the Athena Swan submission and the work that needs to happen. It was noted that additions to the submissions, following the EDIC meetings in December and January were:

- The letter of support from the Principal.
- Clarity of the EDI governance structure.
- Action on capturing, monitoring, and addressing minority gender experiences at University.
- More reference and data around intersectionality.

The submission is now within the review period, the judging panels are underway and results will be received by 9<sup>th</sup> April 2024.

The University is also working with Advance HE on a project regarding Holistic EDI.

The EDMARC committee has been reconvened, the co-Convenors will be SCB and PM with the first meeting to occur in February.

The advert for the role University EDI Lead is now live, to be filled when SCB's term finishes in July 2024.



The Academic Freedom and Freedom of Expression committee has been in hiatus due to staff changes, no update at this time.

Efforts by SCB to recruit the two co-Convenors of the LGBT+ Subcommittee are underway.

#### 4. EDMARC Data Report – Pauline Manchester (verbal)

**PAPER B**

PM gave a detailed presentation on EDMARC draft public report and University's efforts in developing further capability and data coverage:

- EDMARC data reporting fulfils the public sector duty to make equality data available and University's aims to go further than this duty, to look more broadly at student data.
- The EDMARC report works alongside a broader suite of reports which continue to develop, as currently this suite does not cover every aspect of EDI at the University. The University is also developing the monitoring approach further and will launch dashboards at organisational level to schools/departments, taking every precaution to protect privacy and anonymity.
- The data report includes cause assumptions of data events, such as rise in staff population, where there is a clear, known reason for trends, such as effects of Brexit, Covid and the initiative to remodel the student support system which involves new staff recruitment.
- There are areas where data trends need further investigation, such as UG attainment of 1st and 2:1 degrees, this data also needs to be investigated for trends per minoritized students.
- The trend showing female staff have increased at UE08 but not at UE09, nor UE10 and needs investigation of possible issues in talent recruitment.
- The data shows that less than 16.8% of UK UG students are BAME, unchanged from previous UK reports, whereas the number of non-UK UG BAME students is slightly down, with 53% of the BAME population being Asian, which is more pronounced this year than last.
- Data regarding care-experienced students will be added, as agreed at a previous EDIC and if possible, it will contain improved data for staff gender identity.

The main discussion points were:

- The need to ensure accurate terminology e.g. sex rather than sexual identity, and define ethnicity groups through a more granular view where data protection allows. The data is grouped within an agreed UK census categorisation as to be comparable between institutions but where possible, there will be a more detailed ethnicities breakdown at the school level with the dashboard publication in March 2024.
- Acknowledgement of the need for a wider conversation on how to use GaSP data, to understand and interpret meaning from analyses, and define at EDIC level the most important trends and key points to focus on and present to Executive.



- The connection between GaSP data reports and other data sources, such as data dashboards. **ACTION: PM to follow up discussions on data report and dashboards with VB, KNB, and AMD.**
- The need to communicate the data dashboards to departments across the University. **ACTION: PM to take forward Communication plan for data dashboards launch.**

5. Break – 5 mins

6. Race Report (interim) – Nicki Frith & Tommy Curry (verbal)

PAPER C

The committee discussed and endorsed the direction of the interim research report into the University’s links to the development and dissemination of racial science, colonialism and enslavement, and proposed approaches to reparatory justice. The research is ongoing and extra research resource is anticipated. The main discussion points were:

- The importance of continuing to reflect on the naming of our buildings and their contribution to perpetuating racist legacies.
- Proposal for collaboration with GaSP on a standardised approach to data collection and analysis, to provide a robust evidence base to empower the arguments and recommendations made in the report.
- The need to ensure that key actions arising from this work are reflected in the REAR action plan.
- Ways to enable reflective consideration of the findings by the University Executive and wider community.

**ACTION: PM to liaise with TC and NF re data used in interim report.**

7. AOB and Date of Next Meeting

JH noted that CAHSS is revising its EDI action plan and invited suggestions of actions for inclusion at a College-level.

Next meeting – 8th May 10am-12.30pm.

Hybrid meeting, in-person venue, Raeburn Room, Old College.

Action Log

Item	Action	Owner
2	December EDIC minutes to be amended	JF
2	Liaise with Estates colleagues to ensure period-products are available in gender-neutral and disabled toilets.	ZS
2	Progress evaluation of proposal to have a Traveller Student site.	LE and CH
4	Arrange follow up discussions to pick up points re data report and dashboards with VB, KNB, and AMD.	PM
4	Take forward Comms plan for data dashboards launch	PM
6	Liaise with TC and NF re data used in interim report	PM