



**EQUALITY, DIVERSITY & INCLUSION COMMITTEE
SUPPLEMENTARY ONLINE MEETING, MS TEAMS
Monday 15th January 2024, 3:00 PM - 4:30 PM**

Note of meeting

Attendees

Buchanan, Victoria - co-Convenor Disability Committee
Byrne, Lauren - EUSA VP Welfare
Cunningham-Burley, Sarah - Convenor
Evans, Lucy - Deputy Secretary Students and USG EDI lead
Graf, Claire - co-Convenor Disabled Staff Network
Grieve, Katie (deputising for Melissa Highton, ISG EDI Lead)
Harmon, Colm - VP Students, Deputy Convenor
Harris, Harriet - co-Convenor Faith & Belief subcommittee
Hoy, Jenny - EDI CAHSS Convenor
Lycouris, Sophia - Joint Unions representative
Manchester, Pauline - Deputy Director Planning and Policy, Strategic Planning
Middleton, Jen - co-Convenor REAR subcommittee
Morzeria Davis, Alex - Co-chair Staff Pride Network
Nesbitt, Denise - Talent and Development Director, HR
Nicoll Baines, Katie - co-Convenor Staff Pride Network
Scholz, Ash - EUSA LGBTQ+ Liberation Officer
Scott, Andrea - co-Convenor Gender Equality subcommittee
Shigemori, Rie - co-Convenor EREN
Turner, Jon - Curriculum Transformation Project Lead
Wallace, Caroline - Head of HR EDI
Woof, Robyn - EUSA Trans & non-binary Liberation Officers

Apologies

Collins, Sarah - EDI co-Lead, Usher Institute
Eadie, Olivia - co-Director IAD
Gorman, Dave - EDI CSG Convenor
Limke, Rashne - co-Convenor EREN
Saville, James - Director, HR
Stephens, Zoe - Estates Business Services Director
Wahi-Singh, Pia - EUSA Women's Liberation Officer

In Attendance

Fischer, Julij - Assistant HR Partner, EDI, EDIC support
Jawas, Shireen (outgoing EDIC support)

1.	Welcome and apologies (Sarah C-B) SCB welcomed everyone to the meeting and noted apologies.	
2.	Minutes and outstanding actions (Sarah C-B) This meeting is a continuation of the December EDIC meeting and includes two main agenda points, Athena Swan (AS) renewal and the remainder of the convenor/network/student updates from the previous meeting.	



<p>3.</p>	<p>Athena Swan Silver Renewal Submission</p> <p>Further work has been done on the Athena Swan submission. The application has been presented to the University Executive and approval given for SCB to make any adjustments between now and the submission date, in response to feedback from EDIC, Staff Experience Committee, University Executive and from the AdvanceHE pre-submission review.</p> <p>Amendments to the submission include:</p> <ul style="list-style-type: none"> - Strengthened reference to intersectionality, including the sharply felt intersection of our duties to academic freedom/freedom of expression and our duties to equality, diversity, and inclusion. - Embedding EDI and gender equality in education with a new action on the Curriculum Transformation Programme (CTP). - Further promoting respect and inclusion, with additional action to extend the report and support platform to staff, and build on learning. <p>The main discussion points were:</p> <ul style="list-style-type: none"> - The need to ensure awareness and local delivery of University commitments in EDI action plans and related policies. - The need to better capture the experiences of minority genders and translate into concrete actions and improved outcomes, supported by quantitative and qualitative data. - Acknowledgement of the progress made from the last AS submission in establishing structures that enable and hold the University to account to deliver on EDI. <p>The Committee members were thanked for their reflections which will help inform final amendments to the submission.</p>	
<p>5.</p>	<p>EUSA VP Welfare and Liberation Officer Updates (<i>verbal</i>)</p> <p><u>VP Welfare – Lauren Byrne</u> Work on protection for students on campus, including safety during protests. Working on antisemitism and Islamophobia awareness training and No Excuse campaign. Organised events for the Estranged Students Solidarity Week – linking up with the Widening Participation work. Liaising with students on support for reporting incidences of street harassment.</p> <p><u>LGBTQ+ Liberation Officer - Ash Scholz:</u> Working on LGBTQ+ History Month. Collaborating with the Centre for Research Collections and Gender.ED on an online archive to foster research. Working on a survey to assess how LGBTQ+ identities are addressed in classroom environments – research and findings are in progress.</p> <p><u>BAME Liberation Officer - Vansh Bali:</u> Working on creating a survey to gauge student opinions on university wide communication regarding the Israel-Palestine</p>	



	<p>conflict – linking up with the Justice for Palestine Society to partner for a meaningful change. Working on ongoing projects about normalised behaviours that lead to racial violence.</p> <p><u>Trans and non-binary Liberation Officer - Robyn Woof:</u> Working with LGBTQ+ to organise trans Cèilidh. Researching issues that impact the trans and non-binary community on campus.</p> <p>Staff Network Convenor Updates (<i>verbal</i>)</p> <p><u>Staff Pride Network - Katie Nicoll Baines</u> New co-chair update, AMD, and creating a Union Rep role in the committee at AGM in October. Working to support colleagues affected by the Israel-Palestine conflict, navigating conversations on the topic, and seeking comprehensive understanding across the community.</p> <p><u>Disabled Staff Network - Claire Graf</u> Working on providing spaces for disabled people to come together, and on individual support for people struggling with disability related issues. Providing staff training on supporting neurodivergent students.</p> <p>College/PSG EDI Convenor updates (<i>verbal</i>)</p> <p><u>ISG – Katie Grieve</u> Working on plans for a range of activities for International Women’s Day and keen to link efforts across the Colleges and networks.</p>	
7.	<p>AOB</p> <p>The Committee discussed and endorsed a proposal to see if it is feasible to establish a Student Traveller site at the University, progressing our commitment to the GRTSB pledge.</p> <p>Action 1: LE to discuss the proposal with Estates to explore options for a student traveller site.</p>	

Action Log

Item	Action	Owner
1	LE to discuss the proposal with Estates to explore options for the student traveller site.	LE