



**EDI Race Equality & Anti-Racist Sub-Committee**

**MS Teams meeting**

**Thursday 8th February 2024, 2 PM - 4 PM**

**MEETING NOTES**

**Attendees**

Bromelow, Sebastian  
Curry, Tommy  
De Silva-Williams, Deepthi  
Doughty Shenton, Dahlia  
EUSA VP Welfare  
Fakunle, Omolabake  
Frith, Nicki  
Galbraith, Jim  
Gray, Mohini  
Lee, Lilian  
Liu, Sarah  
McKelvey, Roisin  
Middleton, Jen, co-Convenor  
Murray, Felicia  
Perez-Espona, Silvia  
Ramsammy, Michael  
Sena Emily, co-Convenor  
Vadasaria, Shaira

**Apologies**

Bali, Vansh  
Cattell, Laura  
Limki, Rashne  
McKelvey, Roisin  
Wallace, Caroline

**In Attendance**

Fischer, Julij - Assistant HR Partner, EDI, REAR support

**1. Welcome and introduction**

JF from HR EDI has stepped in as the new committee support. SB is the new Senior EDI Partner in Caroline Wallace's team, and there will be another EDI Partner joining later in March to be the main point of contact for the REAR committee with the HR EDI team.

Welcoming FM to the REAR subcommittee, who is a senior philanthropy office for the Edinburgh Futures Institute.



## 2. Minutes and actions

The minutes were agreed to be accurate.

1. Follow up on reporting discrepancies within the medical school – MG and LL will follow up on the reporting.
2. Update on any progress on staff reporting requirements/timetable – addressed at this REAR meeting.
3. Sense-check with REAR categories used in presenting data analysis – MR was not able give an update at this REAR meeting.
4. Student data analysis – MR was not able give an update at this REAR meeting.
5. Work out costings of completing attainment research analysis – superseded by MG completing her project work on the BAME awarding gap.
6. Identify replacement in the REAR committee - Rayya Ghul confirmed she is retiring in March so a replacement will need to be found. Emily Sena will follow up on this.

## 3. Convenor update

The current version of the REAR's action plan can be found on the REAR Teams page (Planner tab) and will be the default platform for task management going forward.

Actions in the action plan that relate to COVID are incorporated into the main actions and are no longer needed as standalone items. Committee agreed for them to be removed.

REAR's website contains the previous action plan with outdated information. JM met with Internal Communications about the best way of communicating the new action plan and suggested looking into creating a general progress update to the previous action plan and accompanying communication plan. The overall aim is to make the action plan more accessible and concise.

***ACTION: Create a general process update and amend the REAR website to contain up-to-date information and content (JM).***

## 4. Updates on priority actions

### Student Support - Lilian Lee

Student Report and Support experienced increased frequencies in the last couple of months due to global tensions and conflicts. The roadshow to raise awareness of intercultural competencies and discussions on discriminatory situations and behaviours is currently underway. From the discussions on campus, issues of placement and discrimination were observed from students. More needs to be done to address the discriminatory issue arising from placements.

Work on an initial proposal for intercultural student ambassadors to champion and promote anti-racism, cultural awareness and capture student voice/experience with peer-to-peer support mechanisms is underway. A two-pronged approach involves identifying pilot schools for student recruitment and organising proactive events in collaboration with Student Support Teams and EDI leads.

ES is looking for how REAR can help inform the development of a Report and Support for staff mechanism.

***ACTION: Committee members to provide usability suggestions and expectations from REAR on Report and Support.***

Unequal experience and under-representation of BAME staff and students.

A draft of the higher level EDMARC reports on staff and students on BAME representation is finishing up. EDMARC will launch dashboards at the organisational level for schools/departments, taking every precaution to protect privacy and anonymity.



Student achievement and attainment gaps

An update on the Attainment gap from RM was provided by email to the subcommittee. An audit of previous and current work, organisation and processes has started. Furthermore, the focus at this moment is on collating action from across the colleges and from central university teams.

Decolonising the curriculum - Omolabake Fakunle

Working on inclusivity and internationalisation from a decolonial perspective for the curriculum transformation project. Gathering evidence on existing work on decolonisation across the University and other HE institutions, and looking for ways to integrate the findings structurally into the curriculum.

**5. Presentation from Mohini Gray**

Mohini Gray presented the findings from a qualitative research project she led at the University using an inductive thematic approach to identify recurring themes of the Black, Asian, and Minority Ethnic (BAME) awarding gap and sense of belonging among BAME undergraduate students. The project sought to understand the challenges faced by BAME students and propose strategies for improvement.

The main discussion points around the presentation were:

- The need to ensure awareness and discussions around biases and local delivery of in-person safe spaces to share experiences alongside online training.
- Utilisation of the Report and Support platform for capturing student experiences and awareness raising.
- The need to ensure belonging and inclusion from the period before joining the University and the first weeks at the University.
- Acknowledgement that more can be done to reassess how to engage with University's schools about the awarding gap.
- The format of MG's report should be adjusted to support REAR's action plan.

***ACTION: MG, JM and ES will follow up on Mohini's report to transpose the evidence-based outcomes to the action plan and identify key partners and stakeholders.***

**6. Race Review Interim Report – Tommy Curry and Nicki Frith**

TC and NF presented to the committee the Research and Engagement Working Group (REWG) historical analysis and investigation on the University legacies of colonialism and slavery, and proposals for reparative justice actions (activists in higher education). They also presented data on the racial and ethnic representation and experiences of staff and students at the University, based on surveys and institutional data. The overall aims include: (i) a two-way approach where communities speak to the institution and each other, centred on topics of reparatory or decolonial efforts of the communities most affected by these histories, (ii) building community capabilities and creating a collaborative culture of shared ownership, and (iii) building trust/improving relations and developing mechanism for ensuring that recommendations are acted upon.

***ACTION: TC, NF, JM, and ES will follow up on Research and Engagement Working Group (REWG)'s report to transpose the evidence-based outcomes to the action plan as well as identify key partners and stakeholders.***

**Action Log**

Item	Action	Owner
3	Create a general process update and amend the REAR website to contain up-to-date information and content.	JM



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4	Committee members to provide usability suggestions and expectations from REAR on Report and Support.	REAR
5	Follow up on MG report to transpose the evidence-based outcomes to the action plan and identify key partners and stakeholders.	MG, JM, ES
6	Follow up on Research and Engagement Working Group (REWG)'s report to transpose the evidence-based outcomes to the action plan as well as identify key partners and stakeholders.	TC, NF, JM, ES