



**EDIC Disability and Inclusion
Zoom Meeting
8th August 2024, 11.00 AM to 11.55 AM**

Note of meeting

Attendees

- Alison Hendry
- Audrey Cameron (Co-convenor)
- Caroline Wallace
- Claire Graf
- Dorileen Forbes
- Federico Marchioli
- Indigo Williams
- Nghi Nguyen
- Nicola Walls
- Rebecca Shade
- Robin Gay
- Sophia Lycouris
- Tina Harrison
- Victoria Buchanan (Co-convenor)

In Attendance

- Julij Fischer (EDIC Support)
- Robert McCourt (Interpreter)
- David Summersgill (Interpreter)

1.	<p>Welcome and apologies (AC, VB) The convenors welcomed the sub-committee members to the 2nd EDI Disability and Inclusion sub-committee meeting.</p>	
2.	<p>Minutes and outstanding actions (AC, VB) The sub-committee members have no amendments or additions to the meeting minutes and actions from 29th April 2024.</p>	
3.	<p>Terms of Reference (AC, VB) The sub-committee has a remit on diversity and inclusion, with a disability element across the University community, including staff, students, and visitors.</p> <ul style="list-style-type: none"> • The key task of this sub-committee is producing the Disability and Equality Action Plan, which explains what to include and what to focus on moving forward. • Discussion on the title of this committee - The sub-committee agrees to keep the title. Name consistency as terminology needs to match procedure. Perceptions of the term's meaning and label 'disability' vary. To some, it denotes access to legal protection and recognition, whilst to others, it is not appropriate, e.g. some neurodivergent people who don't see themselves as disabled. <p>The need for more meetings and proactiveness of this subcommittee.</p> <ul style="list-style-type: none"> • Focus on dignity and a strong voice through the sub-committee work and action plan. 	PAPER A



	<ul style="list-style-type: none"> <i>ACTION: JF will update people's titles in the membership list until 12th August 2024.</i> 	
4.	<p>Discussion of the format of upcoming meetings and topics to focus on during 2024-2025</p> <p>Format of the upcoming meetings</p> <ul style="list-style-type: none"> Due to reservations about the accessibility of university meeting rooms, the upcoming meetings will be conducted remotely. For hybrid, as a future consideration, the meeting room must be accessible, video and audio must be clear, inclusive and visibility assured. <i>ACTION: JF will perform research and evaluate possible meeting rooms that meet the following criteria laid out in this meeting for a hybrid meeting by October 2024.</i> <p>The sub-committee evaluates staff disability, equality, and inclusion following the University's procedures and performance standards. This will be achieved by establishing baselines and targets in the action plan, which will then be used to create progress reports. These progress reports will be reviewed and discussed during sub-committee meetings.</p> <p>Proposal to establish an asynchronous communication channel for this subcommittee.</p> <ul style="list-style-type: none"> <i>ACTION: JF will create a list of communication channels by the next sub-committee meeting.</i> 	
5.	<p>Provision of induction loops</p> <p>People's hearing aids should be loop-compatible. Issues with NHS supply shortage with many people needing the loop.</p> <ul style="list-style-type: none"> <i>ACTION: Viki Galt will prepare a short report on the loop supply situation among the university community by the next committee meeting.</i> 	
6.	<p>Update on the BSL plan (AC)</p> <p>The new BSL plan was presented at the last sub-committee meeting for 2024-2030.</p> <p>The BSL working group outlined 27 actions. Specific actions will fall within BSL WG or this sub-committee governance (e.g. BSL WG or this sub-committee)</p> <ul style="list-style-type: none"> On the 22nd August, the BSL WG will meet to discuss the action points. CW noted the importance of two-way communication between the WG and sub-committee. Ratification and decisions on the actions will be made at this sub-committee. DF pointed out the opportunities to link the BSL plan with the mental health and wellbeing framework from the Health and Wellbeing Committee. 	PAPER B
7.	<p>Date of Next meeting</p> <p>The next sub-committee will be on 19th September 2024 at 11 AM to 12.30 PM. The meeting will be remote (Zoom meeting).</p>	



Action Log

Item	Action	Owner
3	<i>JF will update people's titles in the membership list until 12th August 2024.</i>	<i>JF</i>
4	<i>JF will perform research and evaluate possible meeting rooms that meet the following criteria laid out in this meeting for a hybrid meeting by October 2024.</i>	<i>JF</i>
4	<i>JF will create a list of communication channels by the next sub-committee meeting.</i>	<i>JF</i>
5	<i>Viki Galt will prepare a short report on the situation with loop supply among the university community by the next committee meeting.</i>	<i>VG</i>