



EDI RACE EQUALITY & ANTI-RACIST SUBCOMMITTEE

Teams, online

24th April 2024

Note of meeting

Attendees

De Silva-Williams, Deepthi
Fakunle, Omolabake
Galbraith, Jim
Lee, Lilian
Medel Jimenez, Sara
McKelvey, Roisin
Middleton, Jen (co-Convenor)
Sarafilovic, Jenni
Sena, Emily (co-Convenor)
Spiegel, Sam (Centre of African Studies)
Shigemori, Rie
Vadasaria, Shaira

Apologies

Mohini Gray
Sarah Liu
Laura Cattell

In Attendance

Fischer, Julij – EDIC Support

1. Welcome and apologies

The committee welcomed Sara Medel Jimenez, a new addition to the HR EDI team, and Jenni Sarafilovic, who started a new role in the College of Science and Engineering as the EDI Manager.

2. Minutes and outstanding actions

The minutes from the previous meeting were agreed to be accurate.

1. The HR EDI webpages have been migrated to a new content management system, which enables this committee to update its webpages. JM has drafted content for the latest web pages and will liaise with JF to get it published.
2. The committee still accepts design opinions on the staff report and support system.
3. The outcomes of MG's report are being documented in the REAR action plan. MG requests assistance in doing this.
4. REAR's participation in the Research and Engagement Working Group's (REWG) work on the Race Review Interim Report is now more closely linked. The report is currently under review with the



Executive – the committee is waiting for an update from Tommy Curry.

5. **Adopting a Clear and Robust Approach on Antisemitism (Sam Spiegel)** **PAPER A**
Sam Spiegel presented a paper outlining a robust approach and recommended measures for recognising and addressing antisemitism.

The main discussion points around the presentation were:

1. Committee members remarked on the timing of the paper.
2. The discourse about principles of offensive speech and what is illegitimate speech.
3. The seesaw discourse between conformity and challenging antiracist work.
4. Acknowledgement that the paper includes various sources which makes it scientifically vigorous.

3. **Convenor update**

Jen Middleton is leaving the University and the convenor post this summer. The committee would like to thank Jen for her contribution. The committee is looking for a replacement from Professional Service.

Staff BAME Network is seeking collaboration on research, capturing experiences of racism and understanding emerging themes from conversations in their student mentoring scheme. This research could uncover emerging themes that will drive future REAR work. Prospects of this research complement Report and Support as an early warning system to drive preliminary action and do not replace it.

ACTION: Follow up with Lauren Hall, Staff BAME Network, on the level of REAR's involvement in their research capturing experiences of racism and understanding emerging themes amongst student mentors.

4. **Updates on priority actions**

Student Support - Lillian Lee

An emerging matter is addressing racism between PhD Students and PhD supervisors. The issue arises when PhD students hesitate to report cases during their research and only do so after completion of their PhD. This subject is difficult to navigate and clarity is required on if any structures exist at the University to address this. LL is seeking external support. LL also asked members to share any useful resources or recommendations for an antidiscrimination tool kit for staff supporting students.

ACTION: Lillian Lee will examine the REAR action plan and develop a preliminary case for an action relating to racism experienced by PhD Students from their supervisors. This will involve gathering evidence, identifying specific action points, and outlining expected outcomes. Roisin McKelvey to consider potential contacts for Lillian Lee to initiate conversations at the College level.

Staff support - Emily Sena and Jen Middleton

A paper on Report and Support for Staff will be submitted to the Staff Experience Committee in June 2024 with a proposal for project initiation.



BAME representation - Emily Sena

BAME career progression work and pay gaps research are showing progress. Data has been collected and key subjects within the data identified. The data will inform REAR's action plan and offer evidence-based research in committee affairs. The report on student data analysis has stalled.

ACTION: A student data protocol for BAME career progression work and pay gaps research will be developed. Roisin McKelvey will work with Jim Galbraith.

Decolonising the curriculum - Omolabake Fakunle

Consultation continues, exploring approaches to decolonising the curriculum across the three colleges and extending the conversation to Professional Services. A recent collaboration meeting with the REWG discussed practical next steps. These are to organise a round table with students about what decolonising the curriculum means to them and to reach out to the community consultants outside of the University for their input. OF is seeking endorsement from SLT as to who can spearhead and have a holistic view and approach to decolonisation. Because of the scale, intersectionality and different opinions, defining decolonisation is a time/resource consuming action. An appeal was made to the committee to consider how this work will be progressed after the six-month term.

Attainment gap – Roisin McKelvey

Conversations are ongoing with the EDI College network, Widening Participation team, and GaSP around the data research of progression and retention of students. All parties acknowledge the complexity of student data collection in creating a data model. The initial research priorities include entry qualifications, retention, UK BAME, Scottish domicile, and widening participation of students. Analysis yet to be completed. Research outcome recommendations will be applicable to the entire University EDI community.

Action Log

Item	Action	Owner
3	<i>Follow up with Lauren Hall-Lew from the Staff BAME Network, on the level of REAR's involvement in their research capturing experiences of racism and understanding emerging themes amongst student mentors.</i>	ES, JM
4	<i>Lillian Lee will examine the REAR action plan and develop a preliminary case for an action relating to racism experienced by PhD Students from their supervisors.</i>	LL, RM
4	<i>A student data protocol for BAME career progression work and pay gaps research will be developed. Roisin McKelvey will work with Jim Galbraith.</i>	RM, JG