



EQUALITY, DIVERSITY & INCLUSION COMMITTEE

Online meeting

26th September 2024, 11.30 AM - 1.30 PM

Note of meeting

Attendees

Andrea Scott - Gender Equality Sub-committee Co-convenor
Ash Scholz - EUSA Liberation Officers
Caroline Wallace - Head of HR EDI
Claire Graf - Disabled Staff Network Co-convenor
Colm Harmon - deputy Convenor
Dave Gorman - CSG EDI Lead
Emily Sena - Race Equality and Anti-Racist Sub-committee Convenor
Indigo Williams - EUSA VP Welfare
Jeni Harden - CMVM EDI Lead
Jon Turner - Director of Estates Business Services
Karen Halliday - CSE EDI Lead
Kate Hart Wilson - EUSA Disabled Students Officer
Katie Nicoll Baines - Staff Pride Network
Laura Cattell - Head of Widening Participation
Olivia Eadie - IAD
Pauline Manchester - GaSP
Sarah Collins - CMVM EDI Co-lead
Sharon Cowan - LGBT+ Co-convenor
Syjil Ramjuthan - EUSA Women's Officer
Victoria Buchanan - Disability and Inclusion Co-convenor
Zoe Stephens - Director of Estates Business Services

In Attendance

Omolabake Fakunle - Presenter
Julij Fischer - EDIC Support

1. Welcome and apologies

CH welcomed everyone to the meeting, followed by a short introduction from Indigo Williams, the new EUSA VP Welfare representative, and Ash Scholz, the EUSA LGBT+ Liberation Officer.

2. Minutes and outstanding actions

- The Committee approved the minutes of the 8 May 2024 meeting for publication.
- Action Update: There is only one outstanding action point from the last meeting (Action Log Item 2) on feasibility discussions for a Student Traveller site (Lucy Evans is the action owner). The Committee approved forwarding the point to a later meeting.

PAPER A



3. Convenor's Update

- Following a rigorous recruitment process, Fiona McClement will join the University as the new EDI Lead and Chair of EDIC. FM has six years of experience at an EDI director level across two Russell Group institutions, including University College London (UCL) and, most recently, the University of Leeds. In addition to the latter, FM also has an EDI advisory role to CERN. FM will start their role towards the end of February 2025.
- The Gender Equality sub-committee has been reconstituted and had its first meeting on 24 September 2024. The LGBT+ sub-committee has started its work under the convenorship of Prof. Sharon Cowan and Roisin McKelvey. SC will go on Sabbatical Leave in January 2025, so EDIC is looking for another academic co-convenor--an appeal to the Committee to share the opportunity with colleagues.
- The Menopause Policy was recently published, and a Reasonable Adjustment Policy for Staff and Trans staff and student policies have been drafted and are in/heading into the consultation phase.
- An expanded online EDI learning offering will be launched for staff in October 2024. This will include new modules on Sexual Harassment, Allyship, Neurodiversity, and Gender and Sexuality Awareness. Following a successful pilot in 2023/24, Consent and Active Bystander micro courses will continue to be delivered to all new undergraduate, postgraduate, and postgraduate research students.
- The scoping phase of the work to launch Report + Support for staff will begin next month, with an anticipated launch in September 2025. CW is leading the work.

4 Approach to the Equality Outcomes 2025-29 and the Equality Outcomes and Mainstreaming Progress Report 2025 (Caroline Wallace)

PAPER B

- Presentation of a paper from CW on two legislative reporting duties (under the Public Sector Equality Duty), which must be published by 30th April 2025. The University must set Equality Outcomes for the period 2025-29 that contribute to delivery on new sector-specific National Equality Outcomes (NEOs). Additionally the University must also report separately on progress made towards the previous set of Equality Outcomes as well as progress in mainstreaming equality. The paper proposes carrying forward three of the four previous Equality Outcomes, which were designed to stay relevant beyond 2025.
- Since the midpoint Equality Outcomes and Mainstreaming Progress Report 2023 has been well received, CW proposed maintaining the structure of the 2023 report for the 2025 end-of-cycle report and updating it with current data and



evidence of progress and impact; thus, it provides a pathway for the formation of the EDI strategy under the leadership of FM in 2025 and beyond.

Discussion points included:

- Incorporating EDI in digital and physical infrastructure, and the capital plan into forward delivery on the Outcomes.
- The need for a systematic approach to implementing Equality Outcomes at the College and School levels, e.g., diversifying at senior grades, reducing the pay gap, and cascading actions.

5. **Decolonisation: Implications for Curriculum Transformation (Omolabake Fakunle)**

PAPER C

- Presentation from Omolabake Fakunle's work to develop and build a holistic framework for decolonising the curriculum to inform the Curriculum Transformation Project.

Discussion from Committee members:

- The CSE produced guidance on decolonising the curriculum for STEM subjects on the CSE EDI hub website. OF pointed to the 'common core' that can be developed for all Colleges irrespective of the discipline ('Challenge Course').
- ZS noted that Estates would like to draw on the material and offer broad learning to use with staff learning and mainstreaming EDI outcomes across the University.
- OF is continuing the work by establishing good practice cases so that other courses will benefit from the work. The course approval process for Challenge Courses is proving to be difficult as the interdisciplinary courses are sometimes outside the remit of a School.

6. **Break**

7. **EUSA VP Welfare and Liberation Officer updates (verbal)**

- (EUSA VP Welfare – Indigo Williams) EUSA has re-evaluated all the campaigns and is no longer actively promoting 'Let's Talk' and rechanneling resources for a greater EDI impact. October student representative elections will seek a Trans and Non-Binary Officer joining the LGBT+ EDIC sub-committee. BAME diversity representation in leadership positions and decision-making roles is a key priority for EUSA VP Welfare.
- (Disabled Students Officer--Kate Wilson) Planning to deliver Deaf Awareness training to society leaders in the upcoming Disability History Month as part of a broader plan to introduce a Deaf Awareness Module for societies and especially society leaders; Deaf communities are often isolated by the need to bring interpreters to events or experience stress associated with communicating, especially in loud venues where these events typically take place.
- (LGBT+ Officer--Ash Scholz) Noted work on an exhibition of queer student voices, an archive project about past activism and the formation of the LGBT+ society at the University. Other work included training on Trans and sexuality awareness during the



summer. The conversations on gender-based violence with LE and AS are ongoing.

- (Women's Officer--Syjil Ramjuthan) Priority for this academic year is the gender-based violence work, which is focused on understanding gender-based violence at the University and how students are experiencing report and support services. Plans to collect supplementary data on this topic, i.e. an improved student experiences survey. Continuing work on EUSA menstruation products promotion and provision in bathrooms regardless of gender. SR recently joined the Gender Equality Sub-committee.

8. Updates from College/PSG EDI Convenors, EDIC Sub-committees and Staff Networks (Written and Verbal)

- (CSE--Karen Halliday) CSE has recruited a new EDI Manager, Jenni Sarafilovic. CSE is reformulating its EDI action plan to better align Schools and the College. CSE has been conducting EDI mainstreaming initiatives, such as adapting spaces at KB to be more family-friendly, better EDI communications covering EDI issues (Inclusive King's Buildings initiative), and having an overseeing role in Widening Participation by looking at job descriptions for Deans for Student Experience.
- (CSG--Dave Gorman) CSG has created a best-practice resource hub for CSG staff and is actively promoting the hub to be reached/accessed by staff (goal of 20% staff). Furthermore, CSG is actively working on EDI messages (EDI newsletters, improving data declarations campaign). CSG is also conducting EqIA training to improve equality as the group publishes many policies. They have also launched the self-assessment tool, designed to enable CSG Directorates to reflect on their EDI journey, identifying successes and priorities for improvement. It takes the form of an Excel workbook to be completed by a directorate's senior leadership team. It contains questions on a range of EDI activities, grouped into themed 'EDI Areas', which are aimed to activate reflection and discussion.
- (Gender Equality sub-committee--Andrea Scott) The inaugural meeting of the Gender Equality sub-committee was on 24 September 2024. The membership has been refreshed with representation from all areas across the University, and the convenors have been delighted with the enthusiasm shown by those nominated. The subcommittee is looking to develop a comprehensive Gender Equality Action Plan in the upcoming months.
- (Disability and Inclusion sub-committee--Victoria Buchanan) The subcommittee has held two meetings since the last EDIC meeting, working on the Disability and Inclusion Action Plan. They tentatively agreed on seven actions within overarching themes for students and staff.
- (Race, Equality and Anti-racist sub-committee--Emily Sena) As Jen Middleton left the University in the summer, REAR is



working to recruit a new co-convenor in addition to Emily Sena's maternity leave replacement. There has been much progress toward equality and anti-racism, yet demonstrating this progress is lagging; thus, the Committee is working with HR EDI to address this issue by reaching out to action owners with best-practice EDI approaches.

- (LGBT+ sub-committee--Sharon Cowan) The Committee has a new co-convenor: Roisin McKelvey. They are currently discussing issues and themes that are relevant to include in their Action Plan. SC is stepping down from the Committee in January 2025 due to research leave, and searching for a replacement co-convenor is underway.
- (Staff Pride Network - Katie Nicoll Baines) They reported on the good collaboration with LGBT+ and Gender Equality sub-committees.

9. AOB and Date of Next Meeting

No AOB raised prior to meeting.

The next meeting will be on 16 December 2024 and will be held online.

Action Log

No actions arising.