



# THE UNIVERSITY *of* EDINBURGH

## **EQUALITY, DIVERSITY & INCLUSION COMMITTEE**

**Teams online**

**Tuesday, 28<sup>th</sup> January 2025**

### **Note of meeting**

#### **Attendees**

Alex Peden	Institute for Academic Development
Andrea Scott	Gender Equality Sub-committee Co-Convenor
Ash Scholz	EUSA Liberation Officers
Audrey Cameron	Disability and Inclusion Sub-committee Co-Convenor
Bethany Parsons	For Dave Gorman - CSG EDI Lead
Caroline Wallace	Head of HR EDI
Claire Graf	Disabled Staff Network Co-Convenor
Colm Harmon	Deputy Convenor
Denise Nesbitt	Director Talent and Development
Indigo Williams	EUSA VP Welfare
Jeni Harden	CMVM EDI Lead
Karen Halliday	CSE EDI Lead
Kate Hart Wilson	EUSA Disabled Students Officer
Laura Cattell	Head of Widening Participation
Liz Grant	Faith and Belief Co-Convenor
Melissa Highton	ISG EDI Lead
Nik Tahirah Nik Hussin	REAR Sub-Committee Co-Convenor
Omolabake Fakunle	REAR Sub-Committee Co-Convenor
Pauline Manchester	GaSP
Philip Graham	Deputy Director, CAM
Róisín McKelvey	LGBT+ Sub-committee Convenor
Sophia Lycouris	Joint Unions Representative
Sue Fletcher-Watson	College Dean of Equity, Inclusion & Community
Sybil Ramjuthan	EUSA Women's Officer
Victoria Buchanan	Disability and Inclusion Sub-committee Co-Convenor
Zoe Stephens	Director of Estates Business Services

#### **In Attendance**

Chris Cox - presenter  
David Summersgill - BSL translator  
Fiona McClement - guest  
Julij Fischer - EDIC admin support  
Lisa Stapleton - BSL translator  
Mariana West - Race Review Policy support  
Nicki Frith - presenter  
Sam Spiegel - presenter  
Tommy Curry - presenter



## **Apologies**

Dave Gorman

Harriet Harris

Jenny Hoy

Jon Turner

Lucy Evans

Tina Harrison

Wendy Loretto

### **1. Welcome and apologies**

The convenor introduced RM as the new convenor for the LGBT+ subcommittee, the guest speakers and Fiona McClement, who will join the University as the new EDI Lead in February.

### **2. Minutes and outstanding actions**

#### **PAPER A**

- No actions were arising from the last meeting. The outstanding item on the Traveller site is deferred pending an update from LE to the Committee.
- The minutes are confirmed.

### **3. Convenor's Update**

- The drafts for the Equality Outcomes 2025-29 and the Equality Outcomes & Mainstreaming Progress Report 2025 have been circulated for review.
- Feedback from Committee members is being collated and incorporated into the report before it is submitted to the University Executive in March and the University Court in April.
- The University Executive has approved the Staff Equality Networks Operational Framework and Guidance and it is published on the EDI webpages.

### **4. Race Review**

#### **PAPER B**

#### **Research and Engagement Working Group Final Report (Nicki Frith and Tommy Curry)**

The Committee received a presentation on the Final Report: Decolonised Transformations from Professor Tommy Curry and Dr Nicki Frith, Co-Chairs of the Research and Engagement Working Group (REWG).

Discussion points included:

- The upcoming 300th anniversary of Edinburgh Medical School as an opportunity to integrate the report's findings and recommendations.
- The importance of securing funding and prioritising these initiatives despite financial constraints, advocating for the University to remain a leader in innovation and inclusivity.
- The Committee endorsed the report's key findings, , recognising the need and criticality for concrete actions. The budget holders



will decide on the financial prospects and priority of implementing the report.

## **Policy Group Final Report (Chris Cox)**

- Chris Cox presented the Policy Group's work to examine current policies and practices at the University. The Policy Group also offered comments about funding and the need to attract possible external funding. **PAPER C**
- Recommendations in the report are given in the areas of Naming and Recognition, Campus Look and Feel, and Awards and Recognition.
- Highlighted ongoing learning, which forms a core part of the recommendations coming out of this report for the whole University community. The Committee expressed endorsement of the report.

## **5. Updates - Adopting a Clear and Robust Approach to Tackling Antisemitism and Related Prejudice (Sam Spiegel) **PAPER D****

- Presented by Sam Spiegel, discussing the need for a broad, inclusive understanding of antisemitism, and presented a proposal to include multiple definitions of antisemitism on the University's website, fostering education and respectful debate.
- Caroline Wallace noted that the conversations took place from the ground up, enabling a broad discussion, with Sam Spiegel and members helping to collate and shape the recommendations.
- The Committee endorsed the proposal to move forward with a holistic multi-definition approach that includes IHRA as a way to address concerns and promote understanding.
- The Committee recognised the importance of ensuring all voices are heard and respected in developing a more inclusive and educational framework.
- Caroline Wallace and Philip Graham expressed support for collaborating on communication strategies and web content.
- **ACTION POINT:** Sam Spiegel, Philip Graham, and Caroline Wallace will take forward web communications, if the proposal is approved by University Executive.

## **6. BREAK**

## **7. EDMARC Summary on Equality Reporting **PAPER E** (Pauline Manchester)**

- PM presented the Annual Equality and Diversity Report, required under the Public Sector Equality Duty and the Scottish Higher Education Code of Good Governance. It also serves as a reflection point for the University regarding the staff and student population's diversity, retention and progression.

The main discussion points were:

- Since the last report, disability data capture has improved, which signifies the University's efforts in this area.



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- The breakdown by job category is helpful and could help identify and address disparities more effectively, allowing for targeted interventions for different role types.
- A suggestion on improving the understanding of neurodivergence and providing options beyond labelling as "disabled" could encourage more detailed reporting and support.
- There was a call to break down BAME data to capture better the unique challenges and experiences of different ethnic groups (e.g. Black and Asian).

## 8. Updates from EUSA VP Welfare and Liberation Officer updates

- Working on gender-based violence (GBV) consent training initiatives and including it in the matriculation process, aiming to make it mandatory for all students.
- Collaborating with the Sports Union and Sport & Exercise to organise trans and non-binary focused events, including monthly trans and non-binary swim nights at St. Leonard's Pool.
- Planning to provide gym sessions at the Pleasance with trans-friendly trainers.
- Working on a proposal for staff training on support for BAME students, gathering feedback for future presentations to the committee.
- Organising community-building events to celebrate LGBTQ+ History Month.
- Developing trans allyship training as part of the society training sessions for society officers and LGBTQ+ community conversations to promote understanding and inclusion.

## 9. Updates from College/PSG EDI Convenors, EDIC Subcommittees and Staff Networks

Written updates were provided.

## 10. AOB and Date of Next Meeting

- Karen Halliday noted an LGBTQ+ exhibition, "We have always been here," at the Nucleus at KB.
- Melissa Highton: Captions for lecture recordings are now on by default, which is a massive shift in terms of accessibility.
- The next meeting is expected to be in April 2025.

## Action Log

Item	Action	Owner
5.1	Sam Spiegel, Philip Graham, and Caroline Wallace will take forward web communications, if the proposal is approved by University Executive.	CH, SS, PG, CW