EQUALITY, DIVERSITY & INCLUSION COMMITTEE
Teams online
29th May 2025, 10.30 AM - 12 PM

Note of meeting

Attendees

Alex Peden	IAD
Andrea Scott	Co-Convenor Gender Equality sub-committee
Caroline Wallace	Head of HR Equality, Diversity and Inclusion
Claire Graf	Co-Convenor Disabled Staff Network
Dave Gorman	CSG EDI Lead
Fiona McClement	Convenor
Harriet Harris	Co-Convenor Faith and Belief sub-committee
Indigo Williams	EUSA VP Welfare
Jenny Hoy	CAHSS EDI Lead
Jonny Hardman	LGBT+ Subcommittee Co-Convenor
Karen Halliday	CSE EDI Lead
Katie Nicoll Baines	Staff Pride Network Co-chair
Laura Cattell	Head of Widening Participation
Lucy Evans	Deputy Secretary Students and USG EDI Lead
Ollie Cahya	EUSA, Trans and Non-binary Liberation Officer
Omolabake Fakunle	Co-Convenor REAR subcommittee
Pauline Manchester	GaSP
Philip Graham	Communications and Marketing, USG
Róisín McKelvey	LGBT+ Subcommittee Co-Convenor
Sophia Lycouris	Joint Unions Rep
Sue Fletcher-Watson	Dean of Equity, Inclusion & Community, CMVM
Syjil Ramjuthan	EUSA, Women's Liberation Officer
Victoria Buchanan	Co-Convenor Disability and Inclusion sub-committee
Zoe Stephens	Director of Estates Business Services

In Attendance

Julij Fischer	EDIC Support
Michelle Fraser	Observer
Sebastian Bromelow	Presenter (HR EDI)

Apologies

Ash Scholz	EUSA LGBTQ+ Officer
Audrey Cameron	Co-Convenor Disability and Inclusion sub-committee
Colm Harmon	VP Students
James Saville	Director of HR

Jeni Harden	CMVM EDI co-Lead
Melissa Highton	ISG EDI Lead
Wendy Loretto	Co-Convenor Gender Equality sub-committee

1. Welcome and introductions

- This was the first EDIC meeting chaired by FM as the new EDI Lead.
- The Convenor began the meeting by introducing MF as the new EDIC Support Admin, replacing JF. FM thanked JF for their 18 months of Committee support.
- FM also extended gratitude to the outgoing EDIC member Jon Turner for the impactful work for the Committee and EDI.

2. Minutes and Actions   PAPAR A

- Minutes from the 28th of January 2025 meeting were approved.
- AP2.1 (8/05/2024): The proposal for the Traveller Student site was considered, and it was concluded that it could not be taken forward at this stage, so this action is closed (Estates Director).
- AP5.1 (28/01/2025): The action point is ongoing

3. Convenor Updates

- The draft Equality Outcomes and Mainstreaming Progress Report and EDMARC report from the last EDIC meeting were published.
- The HR EDI team highlights:
  - Preparing to launch the Report and Support for Staff reporting of bullying, harassment and discrimination. The Staff Experience Committee is expected to approve the project at its August meeting.
  - The team has also been developing an anti-racism e-learning package for launch later this year.
  - The LGBT+ community conversations have been well received by participating departments.
- Since the last EDIC meeting, there have been varied and vigorous discussions within groups across the University regarding the paper from Sam Spiegel presented at that meeting. The paper advocates for the use of multiple definitions of antisemitism instead of exclusively adopting the International Holocaust Remembrance Alliance (IHRA) definition. As a result of these discussions, FM will present a paper to the University Executive. The proposal will incorporate diverse perspectives, emphasise action, and advocate for strategic measures. It aims to address non-discrimination holistically while acknowledging its unique and distinct aspects.
- The Decolonised Transformation paper, which was presented at the last meeting, is also going to be presented at the University Executive in June 2025.
- The EDI workstream in the Academic Freedom and Freedom of Expression working group is organising Listening Rooms. The group is exploring how to have discussions on contentious issues through an EDI lens in a respectful and considerate way. The Listening

Rooms will include student and later staff pairs to have hour-long prompted conversations, to inform the work of the working group.

- A further statement on the Supreme Court judgement will be issued to better ensure consistency of messaging. The Trans staff and student policies are not changing, but guidance is being developed and FAQ to support the policies Provisions across campus are being currently being examined.

- The Equality & Human Rights Commission consultation on the draft Code of Practice is currently live and the Convenor encouraged individuals and groups to respond to the consultation. A MS form will be created and distributed for colleagues and students to populate, as part of a concurrent internal exercise to gather feedback.

- **Action Point**: HR EDI will develop a Microsoft Forms consultation for the University's internal exercise to gather feedback on the draft EHRC Code of Practice. The Committee Convenor expressed concerns about the UK Government's proposed reform to s disability support, as reforms of Access to Work could have significant implications. Members are encouraged to promote and highlight the Reasonable Adjustment policy in their areas as much as possible, in terms of upskilling managers.

- The main discussion points were:
  - Staff Survey EDI data analysis: it was queried if College's should be conducting an EDI analysis at local-level. It was felt that the institutional survey provides very clear and consistent trends and so it may be more fruitful to focus time and efforts on responding to this Anti-racism package designed by the HR EDI–the package will offer 4 modules; three self-directed learning modules and one module as an optional discussion group.

4. **Reflection on term (Indigo Williams, EUSA VP Welfare)**

- IW and SR gave an update on EUSA's activities and highlighted:
- It was IW's final week as the EUSA VP Welfare.
- Trans Exercise Initiative—in collaboration with the Sports Unions, a time-limited gym room at Pleasance is available for trans and non-binary students to exercise in a safe and supportive environment, both socially and emotionally. Additionally, there are swimming sessions specifically for trans individuals.
  - Collaborating with the internal audit team on an EDI hiring audit to ensure our hiring processes are inclusive and equitable.
  - Consent workshops with the Sports Union—positive feedback from the Sports Union on integrating the learning into their practices.
  - EUSA hired an intern for the summer to work on the Survivor Space Hub, an online community for survivors of gender-based violence where they can find resources and build a community.

5. **EDI Governance Review (Fiona McClement)**
- FM presented on the EDI Governance Review, based on feedback and conversations with EDI leads, Sub-committees and EDI College leads.
- CG highlighted efforts in offering training sessions, which have led to significant positive changes in workplace culture, and argued that

fostering a more inclusive environment requires a broader cultural shift in how people interact and treat one another—something that will require commitment and financial investment from the University. CG also emphasised discrimination often stems not from malevolence but from ignorance, fear of legal repercussions, or anxiety about saying the wrong thing.

- The main discussion points from the breakout rooms included:
  - The importance of defining the governance structure, decision-making, and accountability, e.g., what is a committee, what is a network, what is a listening space, was emphasised. This will likely lead to mainstreaming explained clearly, reached by many, and measured impact on the ground. Another example is the CAHSS WP network, a good supportive space where staff share good practices but not a governance space.
  - Discussed communities of practice and clearer feedback loop– catalogue or list of resources, a way to share practice, stories, and data.
  - Highlighted that engaging with governance is a complex process for both staff and students.
  - Highlighted duplication issues of EDI actions across Subcommittees, proposed process mapping, RACI (responsible, accountable, consulted, informed) coupled with terms of reference, and merging actions across Sub-committees to tackle duplication and drive an efficient organisation.
  - Investing in communicating the resources to the EDI community.
  - Discussed the reach and authority of the Subcommittees and delineation of responsibilities – e.g. relationships between Subcommittees and work in Colleges and PSGs.
  - Highlighted the EDIC ownership of priorities and the need for prioritisation.
  - Stressed the need for better cooperation with other University groups–e.g., Estates, Legal–and relevant committees such as Future Students.
  - Suggested separation of decision-making and consultation roles from workload, action, and implementation.
  - Advocated for consultation and follow-through with the EDI community about action plan deliverables.
  - Stressed the lack of grassroots engagement and EDI issues 'trapped' in local committees rather than being solved more widely.
  - Discussed the importance of incorporating the lived experiences of individuals in addressing the root causes of issues.
  - Highlighted the Capital Plan, EDI, and inconsistencies, including EDI through EqIA provisions.

6. **Inclusive Institutions Framework (Sebastian Bromelow)**   **PAPER B**
- SB presented the Inclusive Institutions Framework (IIF) from AdvanceHE, co-developed by eighteen HE institutions in the UK, including Edinburgh, to create a holistic, intersectional and inclusive approach to EDI work and tangible change.

- Main discussion points included:
- A general agreement on the need for a more holistic approach to address intersectional issues and avoid performative actions.
  - Advocating for practical implementation and cultural change as purpose and tasks are less important at this stage.
  - Cautioning against frameworks becoming busy governance work after initial momentum.
  - Highlighting the importance of assessing the University's maturity level before adopting new frameworks.

7. **Written updates from College/PSG EDI Convenors EDIC Subcommittees, Staff Networks and Student Liberation Officers**

- Victoria Buchanan, Co-convenor of the Disability and Inclusion Sub-committee, discussed:
  - Updates on the BSL and disability action plans and issues around accessible toilets, influenced by a Supreme Court judgement.
- Jonny Hardman, Co-convenor from the LGBT+ Sub-committee mentioned:
  - Efforts to implement their action plan.
  - Impact of the Supreme Court judgment on their activities and the University's response.
- Harriet Harris from the Faith and Belief Sub-committee highlighted:
  - Engagement with Muslim, Hindu, and Sikh students and staff.
  - Development of a religious literacy initiative.
  - Increased requests for assessment adjustments because of religious obligations.
  - Action plan against Anti-Semitism and discrimination, with student societies' collaboration.
- Ollie Cahya, the EUSA Trans and Non-binary Liberation Officer highlighted:
- "We have always been here" campaign is still on going.
- LGBTQ+ discussions were a success and would add value to the thematic review.
- Development of best practices for teaching staffs in CMVM.
- Preliminary design of a more comprehensive resource guide for trans students to be distributed across the University.
- Their focus on Supreme Court judgement and NUS guidance and looking forward to collaborate with Schools and Colleges.
- The Committee would like to acknowledge and thank Ash Scholz for their great work as LGBT+ Officer and congratulations on becoming EUSA president.
- Omolabake Fakunle, the REAR Sub-committee Co-convenor highlighted:
  - Work on harmonising the action plan in specific areas.

8. **AOB and Date of Next Meeting**

No action arising. The EDIC next meeting will be announced in due course.

Action Log

Item	Action	Owner
3.1	*HR EDI will develop a Microsoft Forms consultation for the guidance from the Human Rights Commission.*	*HR EDI, FM*