

Meeting: EQUALITY AND DIVERSITY NETWORK

Date and Time: Tuesday 27th October 2015 at 2.15pm

Venue: Council Chamber

Present:	Adalgisa Giorgio	Chair
	Amber Allonby	International Relations Office
	Luke Areekul	International Student Association
	Chris Ashwin	Psychology
	Amanda Chapman	Human Resources
	Alice Ekrek	Research & Innovation Services
	Salvador Eslava	Chemical Engineering
	Saiyada Fazal	Careers Service
	Veronique Fischer	Mathematical Sciences
	Hannah Fowles	LGBT Society
	Dawn Hallett	Faculty of Science
	Justin Hodds	Library
	Karen Hunter	Estates
	Natalie Jones	Campus Retail/Commercial Operations
	Yuktेशwar Kumar	Politics, Languages and International Studies
	Cheng Long	Research & Innovation Services
	Wadzi Pasipamire	Students' Union representative
	Charareh Pourzand	Pharmacy & Pharmacology
	Rachel Sheer	Academic Registry
	Karen Sheppard	Development & Alumni
	Chris Shimmin-Vincent	Marketing & Communications
	Sarah Stead	Faculty of Engineering and Design
	Elizabeth Stoneman	Students' Union representative
	Zeid Truscott	Gender Equality Group
	Nicolai Vorobjov	Computer Science
	Danielle Wain	Architecture & Civil Engineering
	Min Zhang	Electronic & Electrical Engineering
In attendance:	Marlene Bertrand	Equality and Diversity Manager
	Caroline Harris	Secretary
Apologies:	Vipul Agarwal	Postgraduate Association
	Susannah Doyle	Student Services
	Sarah Hayward	LTEO
	Samuel Holmes	Sports Development & Recreation
	Angela Milsom	Finance
	Daniel Murillo Antuna	International Student representative
	Curtis Smith	LGBT Society

384. WELCOME

ACTION

The Chair welcomed members to the first meeting of the Network for the 2015/16 academic year.

385. MEMBERSHIP AND TERMS OF REFERENCE

The membership and terms of reference of the Network were noted (Paper EDN15/16-1). It was noted that there were still several representatives to be confirmed, with some ongoing student elections.

386. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 21st April 2015 were approved as a correct record and signed by the Chair (Paper EDN15/16-2 refers).

387. MATTERS ARISING

Minute 375(5) School Holiday Childcare

The Chair explained that the lack of affordable childcare for school age children during school holidays had been raised at a previous meeting by the Student Parents Group representative. The Director of Human Resources had advised that a scheme run previously had not been popular; however, this had not been held on campus. The issue was raised at the Supporting On-campus Childcare Group earlier in the year where the difficulty of finding a location that would meet the Ofsted registration requirements was discussed. Currently, no suitable location had been identified and the Chair requested suggestions.

ALL

388. INDUCTION

The Equality and Diversity Manager explained the structure of equality and diversity decision making at the University and the role of Network members (Paper EDN15/16-3). She then discussed relevant activities organised by the University over the past year and explained that all academic departments could now apply for the Athena SWAN Equality Charter.

During feedback from small group discussions the following points were raised.

What worked well:

- In some departments the Equality Co-ordinator was impressed by the information provided by members of the department when asked.
- It was helpful to know the points of contact for additional advice at the University.
- Communicating with a constituency using several channels had worked; for example using e-mails, a slot at a department meeting and plasma screens.

What needs improvement:

- In some departments the Equality Co-ordinator was given the task of completing the Equality and Diversity Annual Return with little help from other members of staff.
- Engaging departments could be difficult, particularly where individuals did not perceive that they were directly affected or the topic was relevant.
- Students were not currently advised of their department's Equality Co-ordinator. The information could be provided during induction and on the departments' webpage.

Making an effective contribution to the Network:

- The Network was useful for sharing experiences and giving advice to each other.
- Communication and understanding the issues of the constituency represented was important.
- A Moodle page was available for information, events and discussion fora between meetings.
- It was important for the Head of Department (HoD) to be supportive by providing time and space for this work and a slot at department meetings or awaydays.

The Students' Union (SU) representative (SU Activities Officer) spoke about three of the SU Top Ten issues with diversity relevance:

1. Improving prayer room facilities on campus. The current room was small with no disabled access.
2. Ensuring easy access to effective mental health support. A shorter, more accessible form and online resources had been developed. The waiting list for a first appointment was quite long so short initial assessment appointments had been set up.
3. Securing fixed fees for international students for the duration of their programme, either with increases in line with inflation or at a fixed rate.

One Bath Week, a showcase for different cultures, would again be held the following spring.

The Chair summarised by mentioning:

- The importance of communicating with constituencies, by disseminating information or consultation to the constituency and sometimes bringing issues from the constituency back to the Network.
- Asking for a meeting with HoDs to discuss the Equality Co-ordinator's needs and engagement with the constituency.
- Discussing the objectives given in the 2015 Equality Return with the HoD to ensure they are taken forward.
- Inviting an expert to give a presentation to the constituency.
- Increasing student involvement.

389. SPRINT

The Careers Service Equality Co-ordinator explained that she had supported the SU with the very successful Women into Leadership conference earlier in the year and a theme had emerged of the barriers faced by women, relating to the academic challenge and managing the transition into work. The Alumni Fund had provided funding and she had trained as a licensed trainer for Sprint – a personal development programme aimed at female undergraduate (UG) and postgraduate (PG) students, based on the award winning Springboard Programme. Two courses will be offered in 2016, one for UGs and one for PGs, with external sponsorship.

She clarified that there was a strong rationale to offer a single gender programme to overcome the barriers faced by women, such as a career break, and to empower them. Participants would receive access to Bath Alumni as industry mentors. In the longer term it was hoped that Sprint would run at department level.

During questions the following points were raised:

- Concern was expressed that the programme was female only and that non-binary or trans people could be excluded.
- Wider community engagement and awareness to tackle the issues would be promoted alongside the programme with articles and a blog.
- It was noted that a programme for men called Boost, covering different skills, was available.
- It was suggested that non-binary people could choose whether they identified with a female course. It was pointed out that some non-binary people do not identify with either male or female.
- The Careers Service Equality Co-ordinator stated that the Sprint expertise in empowerment could be repackaged for other groups; however, she was currently licensed to deliver a set curriculum.

The Chair thanked the Careers Service Equality Co-ordinator.

390. STATEMENT OF EQUALITY OBJECTIVES

The Equality and Diversity Manager introduced the draft Statement of Equality Objectives for 2016-18 explaining that the objectives covered eight areas.

It was noted that the dissemination role of the Network was explicitly mentioned within Objective 7.1. There was discussion of the options of dissemination via Facebook or Twitter and it was noted that departments and student groups already use these methods. Diversity events and items requiring feedback could be promoted in this way.

AGREED that general Network information should be provided to Digital Marketing and Communications for the University twitter account.

SEC

391. EQUALITY AND DIVERSITY COMMITTEE

The Network noted the minutes of the meetings of the Equality and Diversity Committee held on

- (1) 16th April 2015 (Paper EDN15/16-5(a)); and
- (2) 11th June 2015 (Paper EDN15/16-5(b)).

392. EQUALITY MANAGEMENT GROUP

The Network noted the minutes of the meeting of the Equality Management Group held on 4th June 2015 (Paper EDN15/16-6).

393. EQUALITY MATERIALS

The Network noted Paper EDN15/16-7, materials received by the Equality and Diversity Manager.

394. PROGRAMME OF MEETINGS

The programme of meetings for 2015/16 was noted:

- Tuesday 8th December 2015 10.15am (NB. Changed date)
- Tuesday 8th March 2016 10.15am
- Thursday 21st April 2016 2.15pm

The Chair explained that over the coming year at each meeting time would be spent focusing on topics discussed at the last Equality Forum workshop or issues raised by the 2013 Staff Survey. The topics covered will be Age, Unconscious Bias and Religion. Two people with different opinions will be invited to explain their point of view via a conversation to help us think practically about diversity issues.

The meeting concluded at 4.10pm

Chair: