

Meeting: EQUALITY AND DIVERSITY NETWORK

Date and Time: Friday 28th April 2017 at 10.15am

Venue: Council Chamber

Present:	Adalgisa Giorgio	Chair
	Chris Ashwin	Psychology
	Neil Bannister	Centre for Learning & Teaching
	Mary Clarkson	Human Resources
	Salvador Eslava	Chemical Engineering
	Barbara Furnival	Student Services
	Dawn Hallett	Faculty of Science
	Justin Hodds	Library
	Janina Iwaniec	Education
	Nicky Kemp	Policy & Planning
	Yukteshwar Kumar	PoLIS
	Kang Ma	Electronic & Electrical Engineering
	Angela Milsom	Finance
	Daniel Murillo Antuna	International Student Association
	Linda Newnes	Disabled Staff Group/Mechanical Engineering
	Kate Noad	ahs
	Sarah Parry	International Relations Office
	Charareh Pourzand	Pharmacy & Pharmacology
	Justin Rogers	Social & Policy Sciences
	Tim Rogers	Mathematical Sciences
	Eliza Shaw	Management (alternate)
	Rachel Sheer	Academic Registry
	Sarah Stead	Faculty of Engineering and Design
	Elizabeth Stoneman	Students' Union representative
	Danielle Wain	Architecture & Civil Engineering
	Melanie Wortham	Careers Service
	David Young	Student Recruitment & Admissions (alternate)
In attendance:	Caroline Harris	Secretary
	Mark Humphriss	University Secretary for minute nos. 465-467
Apologies:	Marlene Bertrand	Equality and Diversity Manager
	Florin Bisset	Student Recruitment & Admissions
	Alice Hovanessian	Research & Innovation Services
	Karen Hunter	Estates
	Deborah Lewis	Management
	Sophie Miles	Marketing & Communications
	Karen Sheppard	Development & Alumni
	Zoe Whittle	International Relations Office

462. WELCOME

ACTION

The Chair welcomed members to the final meeting of the Network for 2016/17.

463. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 1st March 2017 were approved as a correct record and signed by the Chair (Paper EDN16/17-21 refers).

464. MATTERS ARISING

Minute 454, Ethnicity and Race Equality

The Students' Union (SU) representative reported that the SU provides equality and diversity (E+D) training to student leaders throughout the year. Student group committee members received training on how to be inclusive including information on unconscious bias, protected characteristics and different genders. This can assist the groups to gain the Inclusivity Award. In addition a broad range of skills training was run by students for students and this had broadened out to include mindfulness.

465. ATHENA SWAN

The Disabled Staff Group/Mechanical Engineering representative, who is the University Self-Assessment Team (USAT) Chair, gave a presentation on the University's application for a Bronze Athena SWAN award, which had been submitted earlier that morning. She explained that previously the Athena SWAN charter had only covered Science, Technology, Engineering and Mathematics departments but now covered all academic departments.

The USAT Chair clarified that gender equality is the focus of the charter and that the University is still behind the national averages, in particular the proportion of women professors, as well as the number of women in senior roles. Progress was being made but rather slowly hence the action plan aimed to speed up the rate of change. Other actions relating to the promotions process, embedding cultural change and improved communication were also discussed.

The Policy & Planning Equality Co-ordinator, also an USAT member, added that some data required for department submissions was not held centrally so the USAT was looking to empower departments to capture the required data. She also emphasised the importance of running culture surveys at appropriate times and not leaving capturing images to the last minute.

During discussion the following points were made:

- The correlation between department submissions and the University submission was vital, with the Faculty Champions acting as a link; good practice at department level could be included in the next University submission and disseminated between departments;
- Some departments have an advisory group of staff at different grades to discuss CVs and inform the promotions process;
- The promotions process was variable between departments and in some women needed encouragement to apply; some actions, such as case writing workshops, would assist;
- Each department has a Departmental Self-Assessment Team (DSAT) preparing a submission or implementing their action plan and in some cases the whole department may not be involved or aware, which was a missed opportunity;
- Gender equality involves improving the culture for all, for women or men depending on the specific inequality;

- It was important for professional services staff to be engaged and aware of the work of DSATs as they could provide support.

466. STATEMENT OF EQUALITY OBJECTIVES

The University Secretary thanked all Network members on behalf of the University and the Committee for the work they did to stimulate and signpost the E+D agenda to ensure that all staff and students were valued equally.

He explained that the Statement of Equality Objectives (SoEO), detailed in Paper EDN16/17-22, sought to define the main areas in which the University engaged to foster equality. It was currently about half way through the three-year period of the SoEO and the proposal was to update it for two reasons:

1. The objective relating to equality analysis was no longer relevant since the Committee had decided to stop the equality analysis programme. The Committee felt that there were some benefits from the programme but not sufficient. The Equality Returns asked departments to consider protected groups when writing/reviewing policies.
2. Race and religion/belief were not included in the current SoEO hence had been added as two new points:
 - a. Race had been included to focus on three issues: (i) the admissions differential for Black students (ii) BAME student employability and (iii) the proportion of BAME professors and senior managers. It was not proposed to engage with the Race Equality Charter Mark at the current time but it would be considered again in the future;
 - b. Religion/belief among the staff/student body. The Chaplaincy was primarily Christian and there was a Muslim prayer room which possibly gave the perception that other faiths were not important. A working group was being set up to monitor and agree any actions that need to be taken.

The paper was noted.

467. SULIS MINERVA DAY

The University Secretary promoted the forthcoming Sulis Minerva Day on 11th May (Paper EDN16/17-23), which would celebrate women in STEMM as part of the 50th anniversary celebrations. He pointed out that there was space for more attendees and that the speakers and programme for the day were very good.

The Chair thanked the University Secretary for his input to the meeting.

468. INTERNATIONAL STUDENTS' ASSOCIATION

The International Student Association (ISA) representative explained that ISA was supported by the SU Advice and Representation Centre, signposting international students when necessary. ISA ran campaigns and events, some of which were in collaboration with the Skills Centre. ISA also held language cafes weekly in the first semester and every 2 weeks in the second semester. These provided an informal opportunity to practice languages and were very successful attracting up to 35 people, with many languages spoken. Events included a cultural diversity celebration and film nights in French and Chinese.

The International Students Forum was a safe space for students to discuss pertinent issues such as housing guarantors (which resulted in a paper to

CSSU), signposting of processes that were hard for international students to understand and the mental health (which could mean different things in different countries) of international students, which resulted in a policy passed by the SU. Their last campaign was 'We are International' which was myth busting and demonstrated the diversity of the students.

During questions the following points were made:

- The language cafes were started to help integration between international and home students, which could be difficult. They also held a Karaoke night;
- ISA had worked with the Careers Adviser for International Students to run workshops relating to working in the UK, what to expect and developing CVs.

The Chair congratulated the ISA representative on the work of the International Student Association.

469. EQUALITY MATERIALS

The Network noted Paper EDN16/17-24, materials received by the Equality and Diversity Manager.

470. PROGRAMME OF MEETINGS

The provisional dates of meetings in 2017/18 were noted:

- Thursday 19 October 2017 2.15pm
- Wednesday 6 December 2017 10.15am
- Tuesday 6 March 2018 10.15am
- Thursday 3 May 2018 2.15pm

The meeting concluded at 12.05pm

Chair: