
Meeting: EQUALITY AND DIVERSITY COMMITTEE

Date and Time: Thursday 13 February 2020 at 2.15pm

Venue: Council Chamber

Present:	David Galbreath	Chair
	Leda Blackwood	Staff representative (Education and Research)
	Richard Brooks	Director of Human Resources
	Marion Harney	Member appointed by Senate
	Alisha Lobo	Community Officer, Students' Union
	Catherine Mealing-Jones	Lay member appointed by Council (by phone)
	Aurelien Mondon	Co-Chair, E&D Network
	Cassie Reis	Staff Representative (Technical and Experimental)
	Souvik Saha	Student Representative
	Rachel Willis	Staff Representative (Management, Specialist & Admin)
	Mandy Wilson-Garner	Member appointed by the Students' Union
In attendance:	Georgina Brown	Head of Equality, Diversity & Inclusion (ED&I)
	Angela Pater	Secretary
	Aiste Senulyte	E&D Officer (by Skype)
Apologies:	Caroline Harris	Governance Manager
	Christopher Lai	Student representative
	Lizzi Milligan	Co-Chair, Equality and Diversity (E&D) Network
	Mike Nicholson	Director of Undergraduate Admissions & Outreach
	Anthony Payne	Director of Student Services
	Susan Sutcliffe	Staff representative (Operational and Facilities Support)

ACTION

845. WELCOME

The Chair welcomed everyone to the meeting. Apologies had been received from those listed above.

846. DECLARATIONS OF INTEREST

The Chair invited any declarations of interest. There were no specific conflicts, apart from everyone's roles in general.

847. MINUTES OF THE PREVIOUS MEETING

It was agreed the wording of the final bullet point in minute 834 of 14 November 2019 should read: 'He expressed his concern about the lack of secretarial support for the E&D Network and for the University Self-Assessment Team, given that Athena SWAN was a priority.' rather than the existing wording. The minutes of the meeting were otherwise approved as a correct record and signed later by the Chair (paper EDC19/20-016).

848. MATTERS ARISING FROM THE PREVIOUS MEETING

Minute 830: The terms of reference of the Committee would be discussed at a meeting on 27 February. Any changes would have to be agreed by both Senate and Council.

CHAIR

Minute 833: Degree Outcomes Group – it was noted that Maron Harney was chairing focus groups on this issue and would report back to the next meeting of the Committee.

Minute 834: The Chair reported that he had asked for membership of the Athena SWAN USAT and the EDN to receive hours in the workload allocation model.

Minute 837: Annual Report – the Chair reported that this had been discussed at Senate. It had been noted that it was more a report looking back, rather than looking to the future, so it could be different for the following year.

849. SETTING OUR AMBITION

- 1) The Head of Equality, Diversity & Inclusion, Ms Brown, presented paper EDC19/20-017, 'Roadmap: The Journey towards Inclusion 2019-2021'. She emphasised that collaboration was important and listed some recent major achievements.
- 2) Ms Brown presented paper EDC19/20-018, the EDI Continuum. There was a discussion about where the University should be on the continuum.
- 3) Ms Brown presented paper EDC19/20-019, the 'Setting our Ambition' Discussion infographic.

It was clear that many colleagues were unaware of the bigger risks of not engaging with EDI issues. There was a need to develop students to work in a diverse environment. The group discussed the issues and felt there was a need for more commitment at the top; perhaps a need for a senior manager with a remit for EDI. The group felt that EDI issues were not being taken seriously and more resources were needed for training. It was suggested that more practical ideas were needed, which Heads of Department could help operationalise.

Chair

The Chair said he would take these issues to the meeting of the EDC Terms of Reference working group for discussion.

The Committee NOTED the reports, which are stored with the papers for the meeting.

850. EQUALITY MONITORING IN EMPLOYMENT

The Director of Human Resources explained that paper EDC19/20-020 was the previous year's report; one had not yet been prepared for 2018/19. It would be a substantial piece of work so he asked for clarification of what was required and why.

Investigations could be carried out on specific topics if it was felt there was a particular issue. There was a query as to how the Committee would know there was a potential issue if there was no data.

The Committee AGREED not to require this report for 2018/19.

851. BEING A PARENT

The Director of Human Resources explained that paper EDC19/20-008 had been deferred from the previous meeting. He said the three top options to improve 'being a parent' were:

- 1) More options for maternity pay;
- 2) Shared parental leave arrangements;
- 3) A returner's package.

During discussion the following points were made:

- It was noted that the University of Bristol had decided to undertake specific actions to reduce the gender pay gap;
- A suggestion was made for a new childcare centre, though it was recognised that this was a complex issue which would require a location, several years' planning and a huge budget, all to be prioritised against other competing demands; the SU were aware of long waiting lists for nursery places for students and a working group had been able to make some small changes.

The Chair said a specific proposal for a nursery would be needed before it could be considered by University Executive Board (UEB).

Chair

The Committee NOTED that Mr Brooks would raise the three options in para 1 above at UEB.

DoHR

852. ANNUAL EQUALITY RETURN 2020

Ms Brown presented paper EDC19/20-021, a template for the Annual Equality Return 2020. She explained that departments did not have to fill in every box, and that she would run a workshop to provide support. It was noted that there should be a section on 'Race'.

The Committee APPROVED the template, with the addition of 'Race'.

GB

853. BAME EXPERIENCES, WORLD CAFÉ

Ms Brown gave a presentation about the World Café being planned provisionally for 26 March at 10.00 in the Edge (*later confirmed*). Invitations were being sent to 40-60 people: researchers, students, staff, external stakeholders, alumni etc

The Committee NOTED the plans and that the presentation would be uploaded with the other committee papers.

Sec

854. OFS TACKLING HATE CRIME IN HIGHER EDUCATION PROJECTS (#NEVEROK)

Ms Brown summarised paper EDC19/20-022, a report which set out work which was happening on campus around anti-harassment. This included embedding the University of Leicester's 'Hate Crime in Higher Education' into Bath's online training.

The Committee NOTED the report.

855. EQUALITY AND DIVERSITY NETWORK

The Co-Chair of the Equality and Diversity Network reported that the meeting planned for 4 December 2019 had been informal as it had been a strike day. The next meeting would be on 17 February 2020.

856. EQUALITY AND DIVERSITY NETWORK MINUTES

The Committee NOTED the minutes of the network meeting held on 22 October 2019 (Paper EDC19/20-023).

857. HARASSMENT PREVENTION WORKING GROUP

The Committee NOTED minutes of the meeting of the working group held on 5 December 2019 (Paper EDC19/20-024).

858. ANY OTHER BUSINESS

Ms Brown said she would develop the EDI business case with Dr Blackwood, Dr Harney and Mrs Mealing-Jones.

GB

The Chair reported that an Emergency Planning team met every weekday morning to discuss Coronavirus.

The Chair had invited the Pro-Vice-Chancellor (Learning & Teaching) and Vice-President (Student Experience) to the next meeting.

Sec

859. PROGRAMME OF MEETINGS

The programme of meetings for 2019/20 was NOTED (all meetings on Thursdays at 2.15pm):

- 23 April 2020
- 11 June 2020

The meeting concluded at 4.15pm

Chair: