

**Meeting: EQUALITY AND DIVERSITY NETWORK**

**Date and Time: Wednesday 5 December 2018 at 11.15am**

**Venue: 1 West 2.103**

Present:	Lizzi Milligan Aurelien Mondon Elnaz Bajoori Otter Baker Lenka Banovcova Marina De Vos Louise Fallows Kelly-Ann Fonderson Barbara Furnival Caroline Hollis Alice Hovanessian Emily Hunt Karen Hunter Zoe Karlsson Yukteshwar Kumar Stephanie Lear Deborah Lewis Kang Ma Linda Newnes Emma Quixley Peter Rouse Tina Schilbach Patrick Taylor Melanie Wortham David Young	Chair Chair Economics Disabled Staff Support Group Centre for Learning & Teaching Computer Science ahs SU Race Equality Group Student Services Kaleidoscope Research & Innovation Services LGBT+ Society Estates ISA PoLIS Development & Alumni Management Electronic & Electrical Engineering Mechanical Engineering SU Representative Health International Relations Office Student Minds Careers Service Student Recruitment & Admissions
In attendance:	Joshua Callander Alessia Dalceggio Caroline Harris Aiste Senulyte	Anti-Harassment Campaign Manager Anti-Harassment Policy & Research Officer Secretary Equality & Diversity Officer
Apologies:	Eve Alcock Jhon Bateman Georgina Brown Petra Cameron Aline Courtois Helen Davis Katherine Evans Dawn Hallett Helen Jones Ed Keogh Alisha Lobo Adele Murrell Abby Osborne Charareh Pourzand	SU Representative Enable Equality and Diversity Manager Chemistry Education Academic Registry Policy & Planning Faculty of Science Research & Innovation Services Psychology Students' Union (SU) Representative Biology & Biochemistry Curriculum Development Officer Pharmacy & Pharmacology

Nuno Reis  
Tim Rogers  
Sarah Stead  
April Su  
Claire Tylee  
Stijn Wuyts

Chemical Engineering  
Mathematical Sciences  
Faculty of Engineering and Design  
UNITE  
Library  
Physics

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**ACTION**

**519. WELCOME**

The co-Chairs welcomed members to the second meeting of the Equality & Diversity Network (EDN) for the 2018/19 academic year.

**520. MINUTES OF THE PREVIOUS MEETING**

The minutes of the meeting held on 23 October 2018 were approved as a correct record and signed by the Chair (Paper EDN18/19-007 refers).

**521. MATTERS ARISING**

(1) Minute 513 Draft Statement of Equality, Diversity and Inclusion Commitments

The Secretary reported on behalf of the Equality & Diversity (E&D) Manager that the Draft Statement had been seen by the Executive Board, which had required further amendments. These will be discussed in more depth in the new year with the EDN provided with relevant feedback.

The co-Chair pointed out that many of the comments on the draft provided by Network members had been incorporated into the next version of the document.

(2) Minute 515 Member's Item, Car Parking

The co-Chair thanked members for the evidence they had provided. She reported that the issue had been raised with the E&D Committee who had noted the issues and agreed to forward concerns to the Executive Board. The Vice-President (Implementation) and the Transport Strategy Consultative Working Group were now looking at this and had been provided with examples of how other universities have creatively approached this challenge.

(3) Minute 511 Matters Arising, Moodle

The co-Chair advised that he had not yet had the opportunity to rework the Moodle page but would let members know when it was ready.

**CO-CHAIR**

**522. HOW TO BE AN EQUALITY ALLY?**

A workshop on how to be an equality ally was led by the Equality, Diversity & Inclusion (ED&I) team (attached as an appendix). Members were reminded that it takes time to become an equality ally. An ally is an individual who doesn't identify as someone from an underrepresented, marginalised or disenfranchised group but seeks to understand the issues that impact these communities and use their platforms to create change. The four equality ally practices were explained

as Ask, Listen, Show up and Speak up, with members encouraged to take part in a Listening exercise.

During discussion of the ideas raised in the training the following points were made:

- It was important not to 'take over' groups, for example, remembering that the ownership of a Pride parade is with the LGBT+ group;
- It was noted that it was important to protect and support victims;
- Students felt that problems were not acknowledged by the University, for example, no statistics were provided;
- Students who had been harassed could self-blame and internalise the issue; confidence in the reporting system was needed.

The Anti-Harassment Campaign Manager talked of the recently launched Report and Support tool which allows all staff, students, and visitors to report discrimination, misconduct, harassment or assault. They can report anonymously or get support from an adviser, with the ED&I team focusing on providing support. Anti-sexist and anti-racist tips would be provided on the Moodle page. In Semester 2 the Report and Support tool would be reviewed with students, staff and users aiming to support as many staff and students as possible.

Agreed that the next meeting would include the Report and Support Tool.

The ED&I team were thanked.

### **523. REVISED TERMS OF REFERENCE**

Current and proposed Terms of Reference for the Network were distributed to members.

Suggestions of items to be included or remain as the original were made as follows:

- That the Network is a sub-committee of the E&D Committee;
- Enabling representatives to understand their role including disseminating information to departments (key messages were useful);
- Feedback on recommendations from the Network to the E&D Committee (influence, accountability);
- Recommending hours for the role.

Any further feedback to be sent to Aurelien Mondon.

**ALL**

### **524. AREAS OF FOCUS**

Suggestions were made for the remaining two meetings of the year.

February – Report and Support Tool, Accessibility, Consultation on draft revised Dignity & Respect Policy;

April – invite the Chair of the E&D Committee (the University Secretary).

### **525. EQUALITY AND DIVERSITY COMMITTEE**

- (1) The EDN noted the Annual Report of the Equality & Diversity Committee (Paper EDN18/19-008).

- (2) The minutes of the meeting of the Equality & Diversity Committee held on 8 November 2018 will be available for the next meeting of the Network.

**526. EQUALITY AND DIVERSITY ANNUAL RETURNS**

The EDN noted the revised format for 2019 Annual Equality Returns (Paper EDN18/19-010).

**527. ANY OTHER BUSINESS**

- (1) A member reminded members that in the November 2017 Let's Talk a review of the Shared Parental Leave Policy was discussed. It was agreed to ask for an update.

**CO-CHAIR**

- (2) The issue of departments having to fund maternity leave cover was raised. It was further noted that adjustments required for staff with disabilities also came from departmental budgets.

It was explained that vacancies need to be considered by SVRG with the recruiting manager providing costing proof. The University retained financial control but there was no intention to make women feel that they could not make the decision to have a baby.

Any relevant examples to be given confidentially to the Co-Chairs.

**ALL**

- (3) The Equality and Human Rights Commission had launched an inquiry into racial harassment in universities, with a closing date for response from staff and students of 15 February.

<https://www.equalityhumanrights.com/en/inquiries-and-investigations/racial-harassment-higher-education-our-inquiry>

**528. PROGRAMME OF MEETINGS**

The remainder of the programme of meetings for 2018/19 was noted as:

- Thursday 28 February 2019 2.15pm
- Tuesday 2 April 2019 10.15am in 4W1.2

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The meeting concluded at 1.10pm

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Chair: .....