

**Meeting:** EQUALITY AND DIVERSITY NETWORK

**Date and Time:** Tuesday 23 October 2018 at 2.15pm

**Venue:** 4 West 1.1

Present:	Lizzi Milligan Aurelien Mondon Chris Ashwin Elnaz Bajoori Otter Baker Lenka Banovcova Florence Bares Jhon Bateman Katherine Evans Barbara Furnival Giorgia Giardina Dawn Hallett Emily Hunt Karen Hunter Jahnavi Jha Helen Jones Yuktेशwar Kumar Stephanie Lear Deborah Lewis Alisha Lobo Sophie Miles Tamara Reid Tim Rogers Tanyaradzwa Saruchera Tina Schilbach Sarah Stead Beth Stevenson April Su Roxanne Sweeney Patrick Taylor Claire Tylee Stijn Wuyts David Young	Chair Chair Psychology Economics Disabled Staff Support Group Centre for Learning & Teaching BEN Enable Policy & Planning Student Services Architecture & Civil Engineering Faculty of Science LGBT+ Society Estates Postgraduate Association Research & Innovation Services PoLIS Development & Alumni Management Students' Union (SU) Representative Marketing & Communications Student Engagement Ambassador Mathematical Sciences Race Equality Group International Relations Office Faculty of Engineering and Design Gender Equality Group UNITE Postgraduate Association Student Minds Library Physics Student Recruitment & Admissions
In attendance:	Georgina Brown Joshua Callander Alessia Dalceggio Caroline Harris Aiste Senulyte	Equality and Diversity Manager Anti-Harassment Campaign Manager Anti-Harassment Policy & Research Officer Secretary Equality & Diversity Officer
Apologies:	Eve Alcock Nour Alhusein Petra Cameron Aline Courtois Helen Davis	SU Representative Campus Trade Unions Chemistry Education Academic Registry

Marina De Vos	Computer Science
Caroline Hollis	Kaleidoscope
Zoe Karlsson	ISA
Kang Ma	Electronic & Electrical Engineering
Angela Milsom	Finance
Abby Osborne	Curriculum Development Officer
Charareh Pourzand	Pharmacy & Pharmacology
Emma Quixley	SU Representative
Peter Rouse	Health

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## **ACTION**

### **508. WELCOME**

The two new co-Chairs welcomed members to the first meeting of the Equality & Diversity Network (EDN) for the 2018/19 academic year and introduced themselves. They invited all present to introduce themselves and briefly mention their specific equality and diversity (E&D) interests.

### **509. MEMBERSHIP AND TERMS OF REFERENCE**

The membership and terms of reference of the EDN were noted (Paper EDN18/19-001).

The EDN agreed to co-opt Abby Osborne and Tamara Reid as members of the EDN for the period to 31 July 2019.

### **510. MINUTES OF THE PREVIOUS MEETING**

The minutes of the meeting held on 3 May 2018 were approved as a correct record and signed by the Chair (Paper EDN18/19-002 refers).

### **511. MATTERS ARISING**

#### **(1) Minute 496 Matters Arising, Moodle**

Dr Mondon (co-Chair) explained that the EDN had discussed using Moodle during 2017/18 and that he had agreed to keep the Moodle page updated to provide a repository of links and documents. He would welcome any suggestions.

#### **(2) Minute 497 Why is My Curriculum White?**

The E&D Manager advised that the Centre for Learning & Teaching was taking forward the issues raised when the Why is My Curriculum White? film was shown at the previous meeting, aiming to make the curriculum more inclusive. She will work closely with the Centre.

#### **(3) Minute 501 EDN Member Identity**

The E&D Manager explained that the 'I am aware' team would be equality allies with an understanding of E&D issues and language, able to listen, call-out and signpost. It would start as a small team of individuals, already knowledgeable, drawn from the Equality, Diversity & Inclusion (ED&I) team, Security Services and the Wellbeing team. If this was successful then membership would be opened up, including to EDN members.

## **512. WHAT IS THE EQUALITY & DIVERSITY NETWORK (EDN)?**

Members were encouraged to discuss what the EDN was, what had worked well and what could be improved, in groups.

During feedback members suggested the following:

- The EDN look at best practice and question University policies;
- To be well trained, a point of contact and 'our voices give others a voice';
- ED&I training should be compulsory;
- The EDN be more active, not simply cascading information, and more visible;
- The EDN deal with practical issues and influence rather than just writing an annual report;
- Better information in advance on campaigns and projects to allow for greater involvement;
- Clear priorities or focus for the coming year to enable tangible results;
- More collaboration between staff/students and with departments and SU groups;
- Being part of a positive group and working together;
- Ensuring E&D has a framework or toolkit and disseminating this for all to use;
- A framework for accountability to make sure that things change;
- Prioritisation of issues, maybe 3 to 5; the EDN uses so many people's hours that it must be worthwhile;
- Understanding the relationship between the EDN and the E&D Committee;
- The EDN was a platform to discuss issues and could lobby;
- Interacting with colleagues would allow actions to be seen from a wider perspective.

The Chairs summed up stating that everyone was valued as different parts of the EDN and that there was a positivity for change to challenge themselves and other people.

The Secretary explained that the E&D Committee was responsible to Council and Senate for the promotion of equality of opportunity for both staff and students across the University. Any issues that the EDN wished to be taken further could be taken to the E&D Committee.

Members discussed the EDN's current Terms of Reference (shown in Paper 001) and stated that they wanted further training to be a source of information. It was suggested that they should be progressive not reactionary and not passive. Members were asked to make suggestions on how to change the Terms of Reference and a small working group volunteered to look at them. Revised Terms of Reference would be brought to the December EDN meeting and then submitted to the E&D Committee for consideration.

**CHAIRS**

## **513. DRAFT STATEMENT OF EQUALITY, DIVERSITY AND INCLUSION COMMITMENTS**

The Anti-Harassment Campaign Manager introduced Paper EDN18/19-004, a draft Statement of Equality, Diversity and Inclusion Commitments for the period 2019-2021. The E&D Committee had reviewed the previous Statement of Equality Objectives and determined the topics for inclusion. The E&D Manager had drafted the Statement.

Members discussed the commitments in groups and gave feedback as follows:

1. Inclusivity training was liked but queried how it would work for different areas;
2. It was felt that faith was an issue; space to pray was an issue;
3. Focus groups were suggested to ask for information/data from students; language creates barriers to participation; upskilling and breaking barriers; too passive; not involving the SU; need to commit to action;
4. The nursery is small with a waiting list; queried fees as a % of salary; equating gender with caring was not right;
5. More training was required for staff (only mental health currently); currently reactionary rather than supportive care; safe spaces were needed; workload pressure could cause mental health issues; groups such as Student Minds not mentioned; could be seen as offensive to ignore other disabilities;
6. Wording could be clearer;
7. Links with the SU Top Ten on childcare; (and students) is patronising; affects career and degree progression;
8. Embraces academia; information gaps;
9. A positive statement is needed; build on success;
10. Look at department level events.

Several members expressed interest in inputting to the EDN feedback.

**CHAIRS**

#### **514. EDN PRIORITIES FOR THE YEAR**

Due to time constraints this item would be discussed via an online discussion.

#### **515. MEMBER'S ITEM**

The Research & Innovation Services Equality Coordinator explained that in her department staff working flexibly because of childcare or caring needs were having great difficulty finding parking spaces when they arrived at the University and it could take up to an hour to find a space. This was very frustrating and they lost hours at work. An enquiry to Security Services had resulted in the response that people should try and come in earlier.

During discussion the following points were made:

- It was not just part-time staff who had difficulty as parking after a medical appointment, for instance, was difficult;
- A speaker with a disability who had forgotten their card was threatened with a fine;
- Gates were locked at the Virgil Building as Security Services did not think that students would need accessible parking (it was pointed out that the barrier should be openable);
- Staff members working more than 0.5 FTE were charged at the full rate for car parking;
- This issue disproportionately affected mothers;
- The reserved parking spaces were often empty but reviewing them has not been progressed;
- The E&D Officer had researched other universities and some provided permits on points systems or parking bays only available after certain times in order to support flexible workers.

It was agreed that this issue be raised with the E&D Committee.

**CHAIRS**

The issue of buses was also raised as it was intersectional. There was greater risk of harassment for staff and students at dark bus stops on the new routes,

disability access issues and general safety issues as the new stops were on a busy road.

The SU Representative explained that the SU President had liaised with First Bus and it was agreed that the U1 route should revert, if approved by the Transport Commission. The change would occur in January.

**516. EQUALITY AND DIVERSITY COMMITTEE**

The EDN noted the minutes of the meeting of the Equality & Diversity Committee held on 5 July 2018 (Paper EDN18/19-005)

**517. ANNUAL EQUALITY RETURNS**

The EDN noted the report on the 2018 annual returns (Paper EDN18/19-006).

**518. PROGRAMME OF MEETINGS**

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

- Wednesday 5 December 2018 11.15am in 1W2.103
- Thursday 28 February 2019 2.15pm
- Tuesday 2 April 2019 10.15am

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The meeting concluded at 4.10pm

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Chair: .....