

**Meeting:** EQUALITY AND DIVERSITY NETWORK

**Date and Time:** Thursday 28 February 2019 at 2.15pm

**Venue:** Council Chamber

Present:	Lizzi Milligan Aurelien Mondon Elnaz Bajoori Otter Baker Lenka Banovcova Jhon Bateman Aline Courtois Katherine Evans Kelly-Ann Fonderson Barbara Furnival Alinka Gearon Dawn Hallett Caroline Hollis Helen Jones Ed Keogh Yukteshwar Kumar Jack Lee Alisha Lobo Kang Ma Louisa Meadows Sophie Miles Angela Milsom Emma Quixley Tamara Reid Nuno Reis Tim Rogers Peter Rouse Connor Russell Sarah Stead Patrick Taylor Claire Tylee Rachelle Wabissa Melanie Wortham Stijn Wuyts David Young	Chair Chair Economics Disabled Staff Support Group Centre for Learning & Teaching Enable Education Policy & Planning SU Race Equality Group Student Services Social & Policy Services Faculty of Science Kaleidoscope Research & Innovation Services Psychology PoLIS School of Management SU Community Officer Electronic & Electrical Engineering Development & Alumni Marketing & Communications Finance SU Advice & Community Manager Student Engagement Ambassador Chemical Engineering Mathematical Sciences Health Sports Development & Recreation Faculty of Engineering & Design Student Minds Bibliographic Services Librarian Mature Students & Student Parents Group Careers Service Physics Admissions & Outreach
In attendance:	Georgina Brown Joshua Callander Alessia Dalceggio Angela Pater	Equality, Diversity & Inclusion Manager Anti-Harassment Campaign Manager Anti-Harassment Policy & Research Officer Secretary
Apologies:	Florence Bares Petra Cameron Giorgia Giardina Alice Hovanessian	BEN Chemistry Architecture & Civil Engineering Research & Innovation Services

**ACTION**

**529. WELCOME**

The co-Chair (LM) welcomed members to the meeting and new members introduced themselves.

**530. MINUTES OF THE PREVIOUS MEETING**

The minutes of the meeting held on 5 December 2018 were approved as a correct record and signed by the Chair (Paper EDN18/19-011 refers).

**531. MATTERS ARISING**

(1) Minute 521 (1) Draft Statement of Equality, Diversity and Inclusion Commitments

George Brown reported that the Draft Statement had been approved by Council in February and would soon be available on the web.

**GB**

(2) Minute 521 (2) Car Parking

The co-Chair (LM) reported that she and George Brown had met that day with the Vice-President (Implementation) about car parking issues and the bus service. He had explained that the number of parking spaces on campus (2200) was fixed but he recognised the problems and was open to different possibilities. Some of the issues raised were staff arriving after dropping off children at school, students who had to come and go from campus during the day, the use of car sharing spaces and the possibility of electric bikes.

(3) Minute 521 (3) Moodle

The co-Chair (AM) advised that he was re-working the Moodle page and gave a demonstration; he asked members to let him know if they did not have access. There was a question about guidance on use of preferred terminology and it was noted that this was being developed.

**GB**

(4) Minute 523 Revised Terms of Reference

The co-Chair (AM) displayed the revised draft terms of reference for consideration before submission to Equality & Diversity Committee for approval. It was agreed to amend the first words, and to remove in line (6) the reference to 'ensuring' enough resources for members. He invited further comments before the next EDN meeting.

**AM/  
Secretary**

(5) Minute 527 Shared Parental Leave Policy

It was noted that the University Executive Board had been very supportive of the proposal for shared parental leave but no decision had yet been made, as the financial implications would need to be considered along with other demands on the University budget.

### **532. REPORT AND SUPPORT TOOL**

Josh Callander, the Anti-Harassment Campaign Manager, gave a presentation of the Report and Support tool which allowed all staff, students, and visitors to report discrimination, misconduct, harassment or assault. There was a link to it from the Staff web page, from 'Report a problem' in the drop-down menu on the left at: <https://www.bath.ac.uk/staff/>

and also from the Student page at 'Report and Support' from:

<https://www.bath.ac.uk/students>

and from the SU page under 'Support':

<https://www.thesubath.com/>

Definitions of what could be reported were on the University web page at:

<https://www.bath.ac.uk/campaigns/report-and-support/>

Information on each of the options of services which received reports was available on the screen (by hovering over the information bubble).

He reported that 50 reports had been made since the launch in September 2018. There was a discussion about how the effectiveness of the process would be determined and it was noted that it was too soon to tell in many cases.

There was a question about how referrals could be made about people with possible mental health issues. George Brown said this would be included in the mental health strategy.

**GB**

Josh Callander agreed to provide a summary of the slides for circulation.

**JC**

The co-Chair thanked him for the work on this.

### **533. BLUE TABLE TALK**

Alisha Lobo showed part of a video of one of the Blue Table talks addressing the issues of under-represented groups; this one was about women of colour. It was available on You Tube and Facebook, see:

<https://www.youtube.com/watch?fbclid=IwAR1vMKZpVTehD3ynL35A3W-cyvwtwFsDciJOXjJ3zdT1xUDGs1a3mpWyHdk&feature=youtu.be&v=BxOP2pyKGfo&app=desktop>

Some of the people involved from the EDN said how they appreciated being part of it, and the micro-aggressions they had suffered.

There was a question about how to address the race attainment gap. Lecturers were encouraged to show the talk to their students.

Further talks were being developed on issues facing groups such as LGBT/ black men/students with disabilities.

The co-Chairs thanked Alisha for the presentation.

### **534. EQUALITY AND DIVERSITY COMMITTEE**

The EDN noted the minutes of the meeting of the Equality & Diversity Committee held on 8 November 2018 (Paper EDN18/19-012).

There was a question about minute 788 (1), second bullet point, about staff in their probationary period being frightened of going on maternity leave.

**535. ANY OTHER BUSINESS**

A member of EDN who had suffered racial abuse off campus on 30 January thanked the University for all the support he and his family had received and in particular the Acting Vice-Chancellor who had written to him.

**536. PROGRAMME OF MEETINGS**

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

- Tuesday 2 April 2019 10.15am.

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The meeting concluded at 4.15pm

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Chair: .....