
Meeting: EQUALITY AND DIVERSITY COMMITTEE

Date and Time: Thursday 1 October 2020 at 2.15pm

Venue: Via MS Teams

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| Present: | David Galbreath Leda Blackwood Marion Harney Freya Jackson Francesco Masala Aurelien Mondon Anthony Payne Cassie Reis | Chair Staff representative (Education and Research) Athena SWAN leader Community Officer, Students' Union (SU) President, Students' Union Co-Chair, Equality and Diversity (E&D) Network Director of Student Services Staff Representative (Technical and Experimental) |
| In attendance: | Georgina Brown Caroline Harris Ben Palmer Aiste Senulyte | Head of Equality, Diversity & Inclusion (ED&I) Secretary Student Voice Coordinator (vice Mandy Wilson-Garner) E&D Officer |
| Apologies: | Richard Brooks Lizzi Milligan Mike Nicholson Rachel Willis Mandy Wilson-Garner Ania Zalewska | Director of Human Resources Co-Chair, E&D Network (EDN) Director of Undergraduate Admissions & Outreach Staff Representative (Management, Specialist & Admin) Member appointed by the Students' Union Member appointed by Senate |

ACTION

876. WELCOME

The Chair welcomed everyone to the first meeting of the year. Apologies had been received from those listed above. He explained that this would be his last meeting as Chair, following the Senate proposal and Council agreement, for a change in the status of the Chair. He stated that it had been his privilege to work with everyone over the previous 18 months and thanked the Secretary for her support.

877. DECLARATIONS OF INTEREST

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

878. MEMBERSHIP

The Committee AGREED to co-opt the Athena SWAN leader, Marion Harney, to the Committee until 31 July 2021.

The Committee NOTED the Committee's membership detailed in Paper EDC20/21-001.

879. TERMS OF REFERENCE

The Committee NOTED its Terms of Reference, provided in Paper EDC20/21-002. Term (b), to challenge the institution, was an additional term.

880. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 11 June 2020, were APPROVED as a correct record and would be signed later by the Chair (Paper EDC20/21-003).

881. MATTERS ARISING FROM THE PREVIOUS MEETING

Minute 867: Impact of Covid-19 on Equality Groups

The Chair confirmed that additional information had been distributed to members post the meeting by the Head of ED&I.

Minute 868: EDC Governance

The Chair clarified that the additional term of reference was approved by Senate on 17 June 2020.

Minute 869: Senate Effectiveness Review

The Chair advised that he had written to the Chair of Senate in relation to the inappropriate proposal for the E&D Network. It had been confirmed that the E&D Network would continue.

882. EQUALITY, DIVERSITY AND INCLUSION AT THE UNIVERSITY

The Committee received Council Paper 90A: Enhancing Equality, Diversity & Inclusion (Paper EDC20/21-004), Council Paper 90B: Equality, Diversity, and Inclusion Report (Paper EDC20/21-005) and the Minute from Council meeting on 23 July 2020 (Paper EDC20/21-006). The Chair pointed out that this would allow the University to take ED&I more seriously.

Discussion covered the following points:

- The SU Chair stated that these were good advancements but that the SU felt that the Executive Chair role should be advanced to a Pro-Vice-Chancellor or Vice-President role permanently; the Chair confirmed that this had been his recommendation;
- The Executive Chair position closed on 25 September;
- Interviews for the Head of the Race Equality Task Force would be held on 6 October and the incumbent would sit on the E&D Committee.

883. EQUALITY AND DIVERSITY NETWORK

The EDN Co-Chair reported that the meeting planned for 7 October would include the following topics:

- a Covid-19 update and discussion;
- the LGBT+ community and Kaleidoscope update;
- an update on Widening Access and Participation, which related to diversity in the student body; and
- Black History Month.

He explained that the meeting had only recently been planned as he had not been sure of the future of the Network and he did not have any administrative support. He thanked the Secretary for advice on membership and the SU for assistance in updating membership lists.

The Head of ED&I commented that there were several members of staff involved in monitoring widening participation and working to increase diversity but that more needed to be done. The Director of Student Services explained that work was ongoing to support students to success and reduce the barriers to success and growth.

884. THE UNIVERSITY OF BATH SU TOP TEN OVERVIEW

The SU President gave an overview of the Students' Union Top Ten issues for the coming year, focusing on those with which were ED&I related (highlighted):

- Commit to sustainable investment practices and divest from all companies with links to the fossil fuel industry.
- **Create and commit to a specific action plan for decolonising the curriculum.**
- **Enact a universal Trans Policy, developed with students and staff.**
- Provide additional, sustainable staff resource to ensure the delivery of Mental Health First Aid training to at least 10% of students and staff.
- Ensure good supervision practice through provision of training to all supervisors.
- **Enhance case management of Report and Support to provide a swift and effective resolution to cases.**
- **Introduce a policy for all students to be able to access recordings of all their lectures.**
- Produce clear guidance and communication with our placement students to ensure that impacts due to Covid-19 are mitigated as much as possible.
- **Design a specific support plan for students from low-income backgrounds in order to provide jobs and support in light of Covid-19.**
- Create a list of additional costs from the University experience and look to reduce these costs on an annual basis to ensure equity of experience.

During discussion the following points were made:

- The Athena SWAN leader advised that the Department of Architecture and Civil Engineering had already met to decolonise their curriculum; the simple guidance had been shared with Departmental Self-Assessment Team Chairs and Learning, Teaching and Quality Committees. Copied could be obtained from Jo Hatt in the Centre for Learning and Teaching;
- Departments in the Faculty of Humanities and Social Science were also working on this; it would be useful to have a general working group to take this issue forward;
- The Director of Student Services offered a conversation with the SU around mental health training, which was agreed by the SU President;
- The Head of EDI commented that there was a working group looking at developing a gender identity policy and issues associated with this, as well as working on an application for the Stonewall Workplace Equality Index. This was being done with the support of Kaleidoscope, our LGBT+ staff network.

The Chair thanked the SU President.

885. UNIVERSITY ATHENA SWAN SILVER SUBMISSION UPDATE

The Athena SWAN leader explained that sections were being written by various members of the University Self-Assessment Team. The draft would be finalised in November for sending to the external reviewer and then to the University Executive Board in December. The Board had already agreed to a wish-list of actions appropriate for silver submissions. Terms of reference for the University Self-

Assessment Team were being drawn up for agreement, and formal approval by the Committee. The submission draft would be available to colleagues for comment, with sessions planned for the wider community to feedback. The E&D Officer was thanked for her input.

886. HARASSMENT PREVENTION WORKING GROUP

The Committee NOTED minutes of the meeting of the working group held on 13 May 2020 and 2 July 2020 (Papers EDC20/21-008(a) and (b)).

887. RESEARCH EXCELLENCE FRAMEWORK (REF) 2021 EQUALITY IMPACT ASSESSMENT

The Committee NOTED the second iteration of the REF 2021 Equality Impact Assessment (Paper EDC20/21-009).

888. ANY OTHER BUSINESS

The Head of ED&I talked of Black History Month which included events from the University and the SU. She thanked the Student Voice Coordinator and SU Community Officer who were part of the planning team. She was also working with a group to develop a Staff Colour Network; the terms of reference would come to the Committee in due course.

The Director of Student Services stated that he would like to see more discussion on the differential effects of the Covid-19 crisis for staff and students at the University. This could be an action for the new Chair.

The Chair was thanked for his leadership and pushing forward the ED&I agenda.

889. PROGRAMME OF MEETINGS

The programme of meetings for 2020/21 was NOTED (all meetings on Thursdays at 2.15pm):

- 5 November 2020
- 11 February 2021
- 22 April 2021
- 10 June 2021

The meeting concluded at 3.10pm

Chair: