

**Minutes of a Meeting of the Equality, Diversity and Inclusion Committee (EDIC)  
held on Thursday 22 April 2021 at 2.15 pm held remotely via Teams**

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**Present:**

Alex Butler (Executive Chair)  
Leda Blackwood (Staff representative (Education and Research))  
Richard Brooks (Director of Human Resources)  
Meg Crossman (Elected student representative)  
Marion Harney (Athena SWAN leader)  
Freya Jackson (Community Officer, Students' Union (SU))  
Francesco Masala (President, Students' Union)  
Aurelien Mondon (Co-Chair, Equality and Diversity Network)  
Rajani Naidoo (Head of the Race Equality Task Force)  
Mike Nicholson (Director of Undergraduate Admissions and Outreach)  
Ben Palmer (Member appointed by the Students' Union)  
Anthony Payne (Director of Student Services)  
Cassie Reis (Staff Representative (Technical and Experimental))  
Rachel Willis Staff (Representative (Management, Specialist & Admin))  
Ania Zalewska (Member appointed by Senate)

**In Attendance:**

Amy Birch (Researcher Development Manager (for minute no.924))  
Georgina Brown (Head of Equality, Diversity & Inclusion (EDI))  
Anne Cameron (Researcher Career Development Manager (for minute no. 923))  
Caroline Harris (Secretary)  
Aiste Senulyte (Equality and Diversity Officer)

**Apologies for absence were received from:**

Lizzi Milligan (Co-Chair, Equality and Diversity Network)  
Mandy Wilson-Garner (Member appointed by the Students' Union)

**918 Welcome**

The Chair welcomed everyone to the meeting.

**919 Declarations of Interest**

There were none.

**920 Minutes of Previous Meeting**

The minutes of the meeting of the meeting held on 11 February 2021 (Paper EDC20/21-021) were approved as a correct record of the proceedings and would be signed later by the Chair.

## 921 Matters Arising

Minute 907(2) – EDIC noted that Council had agreed to adopt the International Holocaust Remembrance Alliance's (IHRA) working definition on anti-Semitism as a reference point in the development of our staff and student processes.

Minute 909 – The Chair advised of the workshops to develop the EDI Vision and Strategy to be held on 5 and 12 May 2021. The intention was to work closely with the Equality and Diversity Network, and other groups and networks to shape and deliver initiatives.

## 922 Chair's Business

### 1. Be the Change Campaign

The Director of Student Services introduced the #BeThe Change campaign, developed from the successful #NeverOK campaign, expanded to tackle all forms of harassment on campus, including racism, sexual harassment, homophobia and religious intolerance. The project lead was working on training packages for staff and students.

It was noted that:

Some harassment was systemic and improvements to structures were needed.

Student input had been invaluable.

It was unclear where to report generic issues not relating to harassment, such as exclusivity; the Report and Support Tool could be used; the Government was considering whether whistleblowing should be broadened to cover these issues; the Chair had discussed some issues with the Vice-Chancellor;

Committee membership was discussed; some groups did not put themselves forward as they felt excluded; most higher positions were filled by native English speakers; Athena SWAN had improved gender disparity.

### 2. Gender Pay Gap (GPG) Working Group

EDIC considered Paper EDC20/21 – 028. The Director of Human Resources explained that Human Resources and the Trades Unions were committed to further reducing the GPG, which had reduced from 19% to 15%.

The Committee agreed to (1) Give formal recognition to the GPG Working Group, and (2) Have a standing agenda item for the GPG Working Group to report activity, action and progress.

Action: Have a standing agenda item on the EDIC agenda for the GPG Working Group to report activity, action and progress by Caroline Harris.

### 3. Recruitment Practice

EDIC considered Paper EDC20/21 – 029. The Director of Human Resources explained the Recruitment Team had suggested changes to improve recruitment practice but that systemic changes were needed. The Committee was supportive of the measures suggested.

## Part I: Items for Discussion/Action

**923 Graduate Outcomes of Full-Time UK Domicile First Degree Graduates 2017/18**  
EDIC considered Paper EDC20/21 – 022 and heard from the Researcher Career Development Manager. She explained that the HESA Graduate Outcomes survey replaced the previous survey for 2017/18 leavers onwards, with graduates asked to take part in the survey 15 months after they finished their studies. This had impacted the results, which were not comparable with previous results. There were no statistically significant differences in the widening participation cohorts, but the numbers were small. Patterns would be monitored, and data combined over years to identify any areas of concern.

It was noted that:

Students not looking for employment were excluded.

The work of the Careers Service with disabled students was acknowledged; disabled people were the most diverse range of people, but national and international data showed that particular disabilities were most disadvantaged.

Surveys trusted students to answer honestly whereas those that felt they were not succeeding were less likely to respond, which would obscure the data.

A University-funded PhD researching graduate incomes a few years previously had found statistically significant male/female and white/BAME differences.

The Institute for Policy Research undertook useful research.

Those working on the Access and Participation Plan were struggling to access data as the datasets were small or they did not have the necessary analysis training.

The University did not have a large number of informable groups but the Careers Service was aware and working on aspects, for example, neurodiversity.

The Chair thanked the Researcher Career Development Manager.

Agreed to note the paper.

Action: Consider data on students not looking for employment by Anne Cameron.

## **924 Connections Between Researcher Development & EDI**

EDIC considered Paper EDC20/21 – 023. The Researcher Development Manager explained that she was building on previous work to support the professional development of post-doctoral staff, many on fixed term contracts, as part of the implementation of the Researcher Development Concordat. She commented that there was a clear link with the EDI agenda and an opportunity for change.

It was noted that:

The University wanted to grow its research impact hence attracting the best researchers and giving them a good environment was essential.

Researchers had high dependence on one person, the Principal Investigator, and that person needed support and training on how to be a good employer.

The Chair thanked the Researcher Development Manager.

Agreed to note the paper.

### 925 Equality and Diversity Network

The Chair commended the committed co-Chairs of the Network and the invested group of members but expressed concern about the possible barriers between the EDIC and the Network.

The co-Chair present commented that they were coming to the end of their 3-year time as co-Chairs, and that the members were good and the meetings full of brilliant discussion, with every department represented. However, he expressed concern that the Network was not as useful as it could be with discussions not leading anywhere. The removal of administrative support and the historical knowledge of the former secretary had been detrimental.

The Chair stated that it was a waste of talent and that the work on the EDI Strategy was an opportunity to formalise the relationship and ask for resources, for example for Human Resources and for EDI meeting support.

It was noted that:

The Network had been stated to be a lifeline, helping individually and the culture. The Network was a sub-committee of EDIC, hence had a route to Senate and Council. The Senate Effectiveness Review had suggested the disbanding of the Network; the Dean of Humanities and Social Sciences and the Athena SWAN leader supported keeping it as a sub-group.

Agreed that the Committee strongly supported the Network and that stronger links would be created between the two committees.

The Chair thanked the co-Chairs for their commitment.

Action: Intervention to clarify the important role of the Network by Alex Butler.

### 926 Race Equality Taskforce Update

EDIC considered Paper EDC20/21 – 024, introduced by the Head of the Race Equality Task Force. She explained that they had looked at existing barriers for staff and students whilst developing plans. Many people had wanted to be involved in the work hence advisory groups were suggested.

It was noted that:

Only one trade union was represented.

There was little Professional Services representation.

A more formal link with the EDIC would be helpful.

Agreed to the draft terms of reference.

### 927 Code of Ethics

EDIC considered Paper EDC20/21 – 025 and a comment was made that it was very clear.

Agreed to note the paper.

### 928 Athena SWAN

EDIC considered Paper EDC20/21 – 030, the University's silver submission, which was due for submission the following day. The Athena SWAN leader thanked all those who had contributed.

## Part II: Items for Noting

### 929 Academic Standards in Undergraduate Outcomes for 2019/20 Academic Year

EDIC noted Paper EDC20/21 – 026.

It was noted that:

There was a significant attainment gap on 1st class degrees for Black students (less evident on 1<sup>st</sup> and 2:1 degrees).

Some changes resulting from the pandemic had helped students previously disadvantaged; online examinations helped those who find social situations challenging; increased lecture capture was beneficial to all with the ability to revisit material and assist with any language barrier; a Digital Capture Policy had been agreed by Senate.

### 930 Harassment Prevention Working Group

EDIC noted minutes of the meeting held on 26 January 2021 (Paper EDC20/21 – 027).

### 931 Any Other Business

The Director of Human Resources reported on funding for two changes to Parental Leave that would have a positive EDI impact: the excess costs of backfilling a role would come from a central fund and there would be an equalisation of benefits within shared parental leave.

Ben Palmer, standing in for the Member appointed by the Student's Union, was thanked for his input at the past three meetings.

### 932 Calendar of Meetings 2020/21

The final meeting of the year was noted as Thursday 10 June 2021 at 2.15pm.

The meeting concluded at 4.15pm

### Action Summary

Minute no: 922(2) Have a standing agenda item on the EDIC agenda for the GPG Working Group to report activity, action and progress by Secretary.

Minute no: 923 Consider data on students not looking for employment by Anne Cameron.

Minute no: 925 Intervention to clarify the important role of the Network by Alex Butler