



Equality, Diversity & Inclusion Committee meeting

Thursday 30 September 2021 at 2.15pm

Virtual meeting via Teams

Present:

Alex Butler, Chair

Richard Brooks, Director of Human Resources

Meg Crossman, Students' Union (SU) Community Officer

Marion Harney, Athena SWAN leader

Lizzi Milligan, Equality & Diversity Network (EDN) Co-Chair (for minute nos. 945-953)

Rajani Naidoo, Head of the Race Equality Task Force

Mike Nicholson, Director of Student Recruitment & Admissions (for minute nos. 945-951)

Cassie Reis, Elected Staff Representative (Technical & Experimental)

Liz Simmons, Elected Staff Representative (Management, Specialist & Administration)

Jane White, Elected Staff Representative (Education & Research)

Mandy Wilson-Garner, Members appointed by the Students' Union

In attendance:

Georgina Brown, Head of Equality, Diversity & Inclusion (EDI)

Tim Ibell, Dean, Faculty of Engineering and Design

Nigel Rawlinson, University Chaplain (for minute nos. 945-952)

Joel Staley, Deputy Director Student Services (Disability and Operations) alternate for

Anthony Payne

Aiste Zubiniene, Equality & Diversity (E&D) Officer

Secretariat

Caroline Harris, Secretary

Apologies

Gareth Eyles, Elected Staff Representative (Operational and Facilities Support)

Su McNab, Lay Member appointed by Council

Anthony Payne, Director of Student Services

Annie Willingham, SU President

Ania Zalewska, Member appointed by Senate

Introductory Items

945 - Welcome and Quorum

The Chair welcomed everyone to the meeting, in particular the new members, and confirmed that a quorum was present. She advised that all meetings would be held virtually as this was considered more inclusive.

946 - Declarations of Interest

No members had interests to declare.

947 – Membership and Terms of Reference – Paper EDIC/22-001

The Committee approved the co-option of Marion Harney, Athena SWAN Leader and Rajani Naidoo, Head of The Race Equality Task Force for the period to 31 July 2022.

The Committee noted its membership and Terms of Reference.

948 – Minutes of the Previous Meeting – Paper EDIC/22-002

The minutes of the meeting of 10 June 2021 were approved.

949 - Actions and Matters Arising

Minute 936 Athena SWAN: on the agenda see minute no. 954

Minute 937 Access and Participation Plan: on the agenda see minute no. 951

Minute 938 Equality Objectives: on the agenda see minute no. 953

Minute 939 Equality & Diversity Network: see minute 950

Minute 940 Exploring Alternative to BAME category: The E&D Officer explained that when referring to BAME staff or students standard wording was provided “We recognise the diversity of individual, collective and social identities and lived experiences, and we recognise that BAME is an imperfect term. There is a sector wide exercise that is looking into this, you can find out more and explore alternatives here:

<https://blogs.bath.ac.uk/inclusion/2021/07/07/beyond-bame-in-search-of-a-new-category/>”

This was an ongoing discussion and would be revisited. The statement was being used by Registry, was available on the EDI webpages and would be forwarded to EDI champions.

950 – Chair’s Business

1. Equality & Diversity Network: The Chair thanked Aurelien Mondon for his service as Co-Chair for 3 years. She explained that the EDN could be powerful, with representatives from across the University but that there was no administrative support available. The Co-Chair asked for suggestions for a new Co-Chair, commenting that their responsibilities were membership, agendas, chairing meetings and strengthening the links between the EDN and the Committee. The Deputy Director Student Services (Disability and Operations) expressed interest.

Action: Speak to manager about taking on the Co-Chair role by Joel Staley

2. Designability: The charity was looking for trustees from the University.

Action: Share details by Caroline Harris

3. Head of EDI: The Chair advised that the current Head of EDI was moving on to work for Advance HE as Senior Adviser Equalities for universities in the UK and abroad from November. She was thanked for her significant work and support by the Chair and members of the Committee.

Part 1

951 – Update on progress towards meeting Undergraduate Admissions commitments for the University Access and Participation Plan 2020-25 – Paper EDIC/22-003*

The Director of Student Recruitment & Admissions pointed out the highlights in the paper, in particular that this was the first year that all three Access Agreement milestones had been reached and that the University had been removed from the OfS advanced monitoring. He felt that the engagement with the SU was much improved.

The Committee noted the report.

The Chair and other members of the Equality, Diversity & Inclusion Committee thanked the Director of Student Recruitment & Admissions, who was leaving the University that day, for his support to the Committee and for widening participation successes.

952 – Religious Inclusion/Interfaith Report – Paper EDIC/22-004

The University Chaplain explained that a Virtual Inter-Faith Chaplaincy, with a new initiative of inter-faith work, would engage across the University to increase respect and learning from each other and improve religious literacy. The inclusiveness and diversity of the University would be strengthened.

It was questioned whether humanists would be included and noted that it would include everybody but was being driven by faith leaders. The Chaplain explained that he was an ordained Church of England priest but worked non-denominationally.

The Committee strongly supported the proposals, with the SU grateful that the work had been student led.

The Chair thanked the University Chaplain.

953 – Draft Equality Objectives and Strategic Plan 2022-2025 – Papers EDIC/22-005 (A-B)

The Head of EDI introduced the Draft Statement of Equality Objectives and the Draft Equality, Diversity and Inclusion Strategic Plan explaining that they had developed from the two workshops on strategic priorities, with input from key stakeholders, and were grounded in reality.

It was noted that:

The Committee felt that it was an approach to set the scene for significant change and liked that it was based on an engagement thread.

Stakeholder leads for key actions would need to deliver on them; it was hard to measure what action individuals, teams or departments took; the overall monitoring body would be the Equality, Diversity & Inclusion Committee or an individual; measurables needed considering.

Support from the Vice-Chancellor and the University Executive Board to provide resources and bandwidth was essential; the Plan would also deliver against the University Strategy objectives.

The Committee supported the draft Objectives and Plan, and the Chair thanked the Head of EDI.

[954 – Athena SWAN Institutional Submission – Paper EDIC/22-006](#)

The Athena SWAN leader was congratulated on the institutional silver award recently received. She commented that the feedback provided was very positive with the action plan receiving a score of 4 and being used as an exemplar for other institutions.

The Committee noted the report.

The Committee thanked the Athena SWAN leader, the E&D Officer and the University Self-Assessment Team.

[955 – Race Equality Taskforce update](#)

The Head of the Race Equality Task Force commented that there was a great deal of interest in the work with 107 people on the advisory groups. Themes had been developed and workstreams would be set up in mid-October. The basic data was not new but inequalities and what had worked were being examined, finding intersection with class and gender.

The Committee noted the oral update.

[956 – EDI update](#)

The Head of EDI briefly talked of the following successes:

- Inclusive language training for all members of the Wellbeing Team
- Unconscious bias training for all prize committees
- Black History Month community partnership working
- The EDI resource hub webpages
- An EDI calendar given to all departments
- The labyrinth of intersectionality being navigated

The Committee noted the oral update.

[Part 2](#)

[957 – Harassment Prevention Working Group – Paper EDIC/22-007 \(A-B\)](#)

The Committee noted the following minutes:

- A. Meeting of Harassment Prevention Working Group of 24 May 2021
- B. Meeting of Harassment Prevention Working Group of 13 July 2021

[958 – Black History Month 2021 Online Event - Paper EDIC/22-008](#)

The Committee noted details of the event to be held on 11 October 2021.

[959 – Programme of Meetings for 2021/22](#)

The Committee noted the programme of meetings for remainder of the current academic year. All meetings on Thursday at 2.15pm:

- 4 November 2021
- 10 February 2022
- 21 April 2022
- 9 June 2022

960 – Any Other Business

1. The University renewed its WISE (Women in Science & Engineering) membership, showing commitment to improve gender equality within STEM at Bath and within the wider sector.
2. A working group had been set up to explore the effect of Covid-19 on career progression for different groups and the promotion criteria may be adjusted.

The meeting finished at 16.25pm.

Please [contact the Governance Team](#) if you require any further assistance regarding this meeting.
