

Minutes

Chair: Professor Rowena Arshad
Attending: Talat Ahmed (HCA), Celeste-Marie Bernier (LLC), Simon Clark (Economics), Andrea English (MHSE), Rhona Feist (AthenaSWAN Project Officer), Emma Gieben-Gamal (ECA), Hannah Holtschneider (Divinity), Lindsay Jack (Law), Michelle Luciano (PPLS), Jenny Mallinson (SPS), Rosie Stenhouse (Health)
Apologies: Will Chicken (Business School), Jenny Hoy (COL), Deborah Jackson (ECA), Linda McKie (SPS)
Minutes: Mhairi Bingham (HR Operations)

1. Welcome and introductions

The Chair invited introductions for the committee members.

2. Feedback from 1-1 conversations

The Committee heard that the Modern Apprentice on the College Office Digital team had been tasked with setting up a SharePoint for the EDI Committee. The Committee also noted that the University's E&D webpages contained data for MVM and CSE, the Chair and RF would work on populating this space with CAHSS data. **Action:** RA and RF

Update 23/1/20: The College Business Intelligence Unit is setting up a College EDI dashboard which each School EDI rep and the Head of School can access. The dashboard will be shared at the May 6th 2020 Committee meeting.

The Chair encouraged committee members to sign up for the EDI mailing list, and to populate the EDI SharePoint with actions and activities in their Schools. This could also be a location for sharing the AthenaSWAN documents. **Action:** All

From the feedback of the 1-1 meetings with each School EDI lead, there was a consensus that AthenaSWAN should not dominate the work of the EDI Committee. It was also noted that work would also come to the Committee from the University-level EDI Committee led by Prof Sarah Cunningham-Burley. Sarah has already indicated she is keen for the University to gain the Race Equality Charter.

The Chair asked for suggestions for 2-3 particular actions arising from the 1:1 conversations on which the Committee wished to focus. The following were suggested:

- CAHSS EDI Committee should report to P&RC as well as Staffing Committee, as the remit is not just staff-related
- A robust selection procedure for EDI role-holders/committee members to ensure these are people who are want to proactive for all and are not just there for their own concerns.
- The need for the same value to be placed on the EDI role as on, for example, Director of Research or Director of Teaching and Learning. The Chair undertook to conduct a review of the gender split of office bearers across Schools. **Action:** RA

- There should be a uniformity of good practice for EDI across Schools as a base minimum, including a standard FTE allocation, budget, membership of Management Committee, provision of admin support within the School (and for the EDI Committee), induction for EDI role holders, and guidelines for Schools on setting up their own EDI committees.

The Chair undertook to work with RF to pull together a draft baseline statement for circulation to the Committee for comment prior to submitting to the Head of College in early November.

Action: RA and RF

Update 23/1/20: A baseline guidance document was drawn up and is being finalised. This document will be sent to all Heads of Schools in the College in February 2020.

Additionally, the following actions were suggested, which the Chair would raise with the University-level EDI Committee:

- Provision of administrative support to gather EDI activities across the University to have this information held in one place.
- Messaging of EDI commitment as a 'good news' story for sharing across screens and webpages etc.

Action: RA to raise with S C-B

Update 23/1/20: . This was shared with Sarah Cunningham-Burley.

The Committee noted that the Chair had sought input from the Head of College about areas the HoC would like the Committee to consider. This includes supporting the application for a Race Equality Charter should this be agreed at University level, continuing conversations on empire/slavery reparations, and improving diversity and best practice within the academic, professional services, and student populations.

The Committee suggested the following:

- a forensic look at student recruitment and admission processes and whether the Outcome Agreements with SFC could have a clear quality focus

Action: RA to raise with SC-B and Tracy Slaven

- Invite Laura Cattell to speak to the Committee on widening participation in January 2020.

Action: RA to invite Laura Cattell

- confirm invitation already issued to Sarah Cunningham-Burley to attend the January 2020 EDI Committee meeting

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- consider a CAHSS communications campaign made up of statements from staff and students on "what does equality and respect mean to you?"

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- explore training on unconscious bias in race for all staff, and particularly for University senior management, and for management role-holders in Schools and Colleges, using our in-house experts on EDI topics to provide this.

Update 23/1/20:

Issue of Equality Outcomes and SFC raised with Sarah Cunningham-Burley

Meeting with WP rescheduled for May 6th 2020

Meeting held with Anna Borthwick to discuss CAHSS communication campaign. Andrea English(Education and Sport) will lead on this for the Committee and follow up with the College Comms team.

3. Remit for the Committee

The Committee requested the following changes to the draft remit:

Remove: "gender reassignment"

"any personal characteristics such as..."

"other irrelevant distinctions"

Add: "sex"

"migrant status"

"safe and welcoming"

reference to issues of discrimination

Under Remit 5: add "within the College"

Under the final Remit bullet: consult widely, across the University (not just the College)

Under resources: need a base minimum recommendation for FTE allocation

Under membership: "EDI role-holder" from each School

On the Committee membership, it was noted that EUSA Liberation Officers should not be approached to be UG Representative as they are not paid and do not have time off from their studies for these roles. The Committee also queried how the membership could be diverse across grades.

The Chair undertook to revise the Remit document and present it to the Head of College.

Action: RA

Update 23/1/20: Remit now revised and on the University website

4. AthenaSWAN Template

The Committee agreed to make use of the template to report AS activities to each meeting of the EDI Committee.

5. Next Steps

The Chair would be requesting space in the College newsletter to report on EDI activities, and would raise possible creation of an EDI-related College Recognition Award.

Update 23/1/20: EDI Committee now features in the College digest and an EDI Recognition Award category is now in place for 2019/20.

6. Any Other Business

The Committee agreed that EDI role-holders should not be conducting casework for EDI-related complaints or grievances, but should instead be signposting complainants to appropriate contacts. For example, staff issues should be directed to HR.

7. Date of Next Meeting

Thursday 23rd January 2020, in room G.01 55 George Square