EDI Gender Sub-Committee Meeting
Thursday 1st April 2021 10am
Note of meeting

1. Welcome and apologies
Karen Chapman (KC) welcomed everyone to the meeting, in particular the members of the student Contraception Education Reform Team (Niamh Roberts, Yasmin Malhotra, Hannah Rogerson, Catriona Walker and Maddie Lloyd - CERT), who are presenting their initial research findings during the meeting.

Apologies were noted from Fiona Mackay, Alex Peden, Sara Shinton, Catherine Elliot, Stewart Mercer, Stephen Barnes and Rhona Feist.

2. Minutes and actions

Action: SJ to create a sharepoint site for the committee. COMPLETED

Action: SJ to save all agendas, meeting notes/papers into the gender sub-committee ‘team’ files section in MS TEAMS. COMPLETED

3. Convenor’s update
There was no specific update from the Convenor.

4. Student Contraception Education Reform Team presentation
The student CERT talked through its presentation. There was then a discussion and the main points raised were

Provision of consent training
- Training should be inclusive of the whole student body. Those coming in post 1st year do not reside in halls of residence and therefore may miss out if training is only offered in halls, so too may postgraduate students.
- Training should be rolled out to every student within the 1st year of implementation via online platforms/in-person services/student societies/courses/res-hall sessions etc.
- During the 1st year, larger sessions could be given, with refresher training offered to everyone else. CERT need to find out how UoE ‘logs’ new entry students/those by passing 1st year, to determine how best to reach them.
- Careful consideration to the impact of this research (gender-based violence) on the student CERT team researchers

Regularity
- Staff should be doing similar training. The understanding of staff needs to match the skill of the students.
- Staff should undertake disclosure and consent training and UoE should consider mandating.
- Some concerns about using compulsion to achieve cultural change but providing the training is half the battle. Mandatory data security training at UoE has been successful, as has mandatory training for PhD student supervision.
Content/direction
- The intersectional lens to training is crucial.
- Coercive control/relationship abuse should be covered in training as encouraged by emilytest.
- Research gives a good opportunity to signpost to all relevant resources
- Planned train res-life/train the trainers programme can hopefully start which would add an additional level of support
- Funding and resources to deliver is a big obstacle so significant investment from the SLT and elsewhere would be required.

Suggestions for task group to address this included representation from the EDI Learn Course working group, Andy Shanks, Jon Turner, and Colm Harmon. The completed report could also be presented to Senate. Trade Union representation also suggested.

The committee thanked the students for their work and for presenting it to the committee. It was agreed that similar presentations from other student groups carrying out work relevant to this committee would be helpful in the future. The EUSA Women's Liberation Officer offered to provide a list of student groups active in this area.

**Action:** KC to set up task group to address how best to move Consent Training forward.

**Action:** LDC to provide list of student groups active in gender equality/related areas to KC/SJ

5. **Consideration of EDMARC Staff & Student Reports 2020**
Caroline Wallace (CW) talked through the relevant findings on male/female equality from the EDMARC staff report.

Following CWs presentation, the main points from discussion were:
- There has been little movement in the last 5 years
- Impact of the recruitment and promotion freezes will show up in the next report. Recruitment freezes are not helpful in promoting gender equality
- Using Athena Swan group data will be help to understand what the real issues are.
- An acknowledgement of non-binary staff is needed in the report (even if the data are not included).
- Once recruitment starts again and system functionality improves, gender identity data can be included.

A link to Advance HE report on Gendered Experiences of Remote working can be found [here](#).

Jim Galbraith (JG) talked through the relevant findings from the EDMARC student report.

Following JGs presentation, the main points from discussion were:
- The report has a section noting the number of students disclosing 'other' for gender but that their relatively small numbers make meaningful analysis challenging.
- JG was asked given online PGT has grown over recent years a proportion of PGT overall, whether that has affected the % female as a whole. JG reported he had looked at online separately and it did not seem to be driving the increase.
- There are some actions in the report that are very school specific

6. Draft action plan discussion
KC gave a brief overview of the draft plan. It currently includes actions that are more appropriate to sit with EDIC, primarily to show this committee that they will be addressed at University level, but these can be taken out. Some preliminary feedback has been incorporated. The initial statement will be made more holistic and intersectional. The committee fed back its thoughts to Karen. They were:
- Action for EUSA to take lead on communications relating to sexual/gender-based violence and available support - this suggests the University is reluctant to highlight that students may have negative experiences and to train staff/develop expertise amongst staff to communicate. There needs to be a collaborative approach with this.
- Previous comms on #noexcuse have been off course. There has been no funding for this campaign in the last 2 years. EUSA’s marketing team are very keen to revitalise the campaign and get more creative. There needs to be more ‘buy-in’ and collaboration on what KPIs should be set to help engage with the student population.
- Another column for KPIs
- Relevant issues/actions in Athena Swan action plan could be incorporated i.e. day-care,
- Give recommendation for a minimum percentage of time for staff leading relevant projects.
- Gender should be thought of in ways that allow trans and non-binary to be a part of the agenda - gender mainstreaming, positive research culture around gender in general. Throughout the document this could be made more explicit to highlight that gender is not just about women.
- Include non-binary and trans column in the gender mainstream section
- Section on sex-specific conditions – periods/endometriosis menopause for example are not necessarily sex-specific, so this could be inflammatory.
- Events/opportunities aimed at women can be inaccessible to non-binary people and transmen.
- How would we capture gender identity in a manner that allows impact to be assessed anonymously? Data is collected in a binary way but it would be helpful to consider things in a non-binary way.
- UNISON and UCU see having a menopause policy as a priority. There is good guidance on the website but there many performance-related cases where this is a concern. There is a lack of awareness and training. Support for a policy from the committee would be welcome.
- Impact on breastfeeding mothers/pregnant staff returning to the workplace – their needs need to be addressed.
- KC confirmed there is dialogue with IAD to look at inclusive curricula, a priority issue, and this is will be picked up by most equality groups. The committee agreed this needs to be a general action. KC confirmed this would be passed up to EDIC.
- Opening statement – two possibilities were included in the draft - the second option should be used.
- Include ‘intersectionality’ in the document as well as ‘holistically’.
Action: KC to incorporate feedback and bring revised draft to next meeting.

Action: ALL - to input further ideas/comments to KC.

7. EUSA verbal report

BBC Scotland and Reporting Scotland are covering the recent incidents of sexual violence at Pollock Halls and a written piece is being published to accompany. Work in this area has been good but with recent budget cuts, support is extremely limited and funding needs to be re-assessed. NM is meeting with CH, Gavin Douglas and Peter Mathieson to discuss this soon. EUSA is working with Kyle Clark-Hay and Estates to create a map for students and staff parents, mapping out facilities on campus. There is hope for a webpage/sharepoint site and NM will get an update to the committee offline.

A paper was presented to EUSA Executive proposing an EDIC be set up to help streamline EDI within EUSA.

Lucy Da Costa (LDC), NM and EUSA VP Communities drafted a letter to the Council and others, addressing the safety of women and BAME students.

LDC collaborated with RAG and other feminist groups on campus to deliver different events to raise money for Choose Love, Saheliya and Women in Prison.

A motion was brought to the Student Council to support student sex workers, which passed, so the Association now has a policy on sex work. There are concerns about the University’s stance on this and LDC will be liaising with others to discuss.

ACTION: EUSA (VP Welfare and Women's Liberation Officer) to report back to the next meeting on progress against these issues.

8. Student parents (Andy Shanks)

Andy Shanks (AS) briefed the committee on the work being done to accommodate student parents. Neil Spears (NS) is now involved in the project and he and AS have regular meetings with Steve Anderson, the Student Parent Rep. They have developed a 14-point action plan and all the overlapping areas/actions will be integrated into this committee’s action plan. Some of these actions are already being worked on. NS is developing content for the student parent web pages and these will be aligned with the information for mature students that is already in place. The web pages will be up and running shortly. There are two important key action points that are out with AS’s sole control to deliver. One of them is working with Estates to complete a review of the facilities for student parents across the estate to figure out where the gaps are. The other, is a review of childcare provision. AS is looking to this committee and the Athena Swan Network for support in how to progress this with Estates, as previously discussed this was an action for them on that action plan.

- the review of childcare provision was given to Corporate Services (CSG) a few years ago to look at but there is still no holistic view of it
- there is now a real opportunity for CSG to make progress within the remit of its own EDIC
- Postgraduate student parents have different needs and should be prioritised.
- Childcare provision has been factored into the BioQuarter buildings plan but wouldn’t be operational until spring 2023
- HR could do a benchmarking exercise on other university provision but CW suggested it was more beneficial to push CSG started on starting review.
- Could the number of changing place on campus be integrated into this work?

**Action: KC to follow up on planned review of childcare provision across the estate, that stalled previously.**

**Action: KC/CW to explore best ways of carrying out review of facilities for parents (staff and students; baby-changing, breastfeeding/milk expressing & storage, play areas/toy provision, child-friendly catering facilities etc) across the estate.**

9. **How AS Network could function to tie into EDIG (Helen Sang)**
Helen (HS) talked through her presentation on the role and function of the AS network. There was huge support for formalising and building in the AS Network into the committee’s activity.

**Action- HS to progress with this.**

10. **Updates from gendered, Staff Pride Network, Evidence Base**
   - GenderED; written report from FM
     - International Women’s Day Feminist Classrooms event with EUSA. GenderED were also delighted to support an excellent event on Women activists and HIV/Aids organised by Staff Pride Network.
     - Launch of our Voices from the Early Days oral history project on women’s gender and feminist studies at Uni of Edinburgh.
     - Rolling out training events on the toolkit and resources for integrating gender in GCRF research

   [https://www.gender.ed.ac.uk/gender-sensitive-research/](https://www.gender.ed.ac.uk/gender-sensitive-research/)

   **Staff Pride Network**
   Events for International Women’s Day and International Trans Day of Visibility.

   **Evidence Base**
   Recruitment has been taking place – a new post-doc has been hired to work specifically on race inequalities with Gwenetta Curry, based in Usher. Currently recruiting for a Diversity & Inclusion Officer who will be based in the College of Science and Engineering who will be progressing on embedding the work that’s been done.

11. **Date of Next Meeting**
    Tuesday 15th June 2021 10am

**Action Table**

<table>
<thead>
<tr>
<th>Item</th>
<th>Action</th>
<th>Action Owner</th>
<th>Progress</th>
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</thead>
<tbody>
<tr>
<td>4</td>
<td>small task group to be put together from members of the committee to work with EUSA reps and CERT on how best to implement and draw attention to the project.</td>
<td>KC</td>
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<tr>
<td></td>
<td>KC to work with EUSA VP Welfare (NM) to firm up the above for the plan</td>
<td>KC &amp; NM</td>
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<td></td>
<td>Julie Maguire to feed back what H&amp;S have been working on re facilities for breastfeeding and pregnant students and staff returning to campus</td>
<td>JM</td>
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<td></td>
<td>Committee members to send in any specific feedback on draft action plan to KC separately.</td>
<td>All</td>
<td></td>
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<td></td>
<td>KC to revise draft and circulate amongst committee for further feedback in time to incorporate before the next meeting.</td>
<td>KC</td>
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<tr>
<td>8</td>
<td>AS to send KC names of Estates staff who could assist with review of childcare provision</td>
<td>AS</td>
<td></td>
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<tr>
<td></td>
<td>Gender sub-committee to pursue childcare review with CSG EDIC</td>
<td>KC</td>
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<tr>
<td>10</td>
<td>LDC to send a list of potential student group contacts to KC and KC to approach</td>
<td>LDC and KC</td>
<td></td>
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