



THE UNIVERSITY *of* EDINBURGH

EDI Gender Sub Committee Microsoft Teams meeting 9th February 2021 11am – 1pm

ATTENDEES

CHAPMAN, Karen – CMVM EDIC co-Convenor, Queens Medical Research Institute
DA COSTA Lucy - Women's Liberation Officer, EUSA
ELLIOT, Catherine – College Registrar, CMVM
FEIST, Rhona – Athena Swan Project Manager, HR, CAHSS
GALBRAITH, Jim – Senior Strategic Planner, SP (Strategic Planning)
GARDNER, Chloe – CAHSS EDI Committee Member, School of Divinity
INGRAM, David – Director of Diversity & Inclusion, School of Engineering
MACKAY, Fiona – Director of genderED, School of Social and Political Science
MAGUIRE, June, UCU Equality Officer and JULC Rep
MCCROSSAN, Niamh – VP Welfare, EUSA
MCLAUGHLIN, Rodaidh – School of GeoSciences
MCNEIL, Susan – Head of HR, HR Directors Office
MERCER, Stewart – Edinburgh Clinical Medical School Athena Swan Co-Convenor;
NICOL BAINES, Katie – Co-Chair of the Staff Pride Network
SANG, Helen – Usher EDI Committee Chair; Roslin Institute
SHANKS, Andy – Director of Student Wellbeing, Student Experience Services
SHINTON, Sara – Director of Researcher Development, IAD
WALLACE, Caroline – Snr Partner Equality, Diversity and Inclusion, HR
WIGMORE, Stephen – Edinburgh Clinical Medical School Athena Swan Co-Convenor;

APOLOGIES

BARNES, Stephen – Head of HR for College of Science & Engineering
BYROM, Elliot – Trans & Non-Binary Liberation Officer, EUSA
PEDEN, Alex – Usher EDI Committee Secretariat; Edinburgh Clinical Medical School Athena Swan Co-Convenor; Usher Institute



1. Welcome and apologies

Karen Chapman (KC) introduced herself and welcomed everyone to the meeting.

2. Convenor's Introduction

KC gave a brief update on SCB's EDIC remit, which has resulted in several sub-committees being formed – this one, tasked to look at Gender Equality (GE). There will be some overlap with the LGBTQ sub-committee remit. This committee will specifically address issues relevant to gender, which inevitably will predominantly involve actions to support women. KC intends to develop an action plan similar to the one produced by the REAR sub-committee. This first meeting is very much a listening exercise so the committee can hear what is happening across the institution and identify priority areas for this group.

3. Activities already in action

Athena Swan

Caroline Wallace (CW) gave a quick update on Athena Swan (AS) activity across the University.

All submissions for awards are prepared by a self-assessment team, which will develop an appropriate action plan. It is proposed this committee be the self-assessment team for the next University submission, which is due in 2023.

AS has been an effective driver for GE over the years and there has been some measurable change, albeit modest. EDIC is of the view that AS should be the product of action, meaning that this committee focusses on promoting gender equality rather than serving AS. An action plan produced by this committee will be helpful in distributing actions more widely and helping to cement equality in local priorities and governance arrangements. For now, EDIC is of the view that this committee should focus on what actions are needed and what will be most effective in promoting gender equality with or without AS.

The committee were then given the opportunity to raise concerns/ask questions. The main issues were:

- AS submissions have been used /useful tools to look at broader EDI issues not just gender equality
- Lack of resources to adequately monitor and measure impacts of self-assessment plans.
- The main issue has been embedding AS in local priorities and governance. There is not enough local support.
- Schools will have to support AS with a %FTE role
- A review of the Athena Swan charter has produced some changes
 - 5yr action plans
 - Professional Service (PS) department now able to apply for awards but a shift to remove them from school/departmental submissions
 - Consultations taking place in next few months with institutional leads
- Departmental submissions should continue to reflect local action plans
- University will have to continue to hold an institutional award



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- In CAHSS, the AS framework is a crucial driver for addressing broader EDI issues. Most Schools are still supportive. Rhona Feist (RF) recently chaired an AS panel and reported:
 - There was also additional Chair training.
 - RF could not comment on departmental/school submission content as her panel only looked at institutional applications. Data submitted seemed to be much the same as in the past, but with fewer words allowed.
 - Awards should only be removed or downgraded if there is little or no evidence of progress against the action and no reports of other developments.
- University is committed to EDI of all kinds not just AS. It is up to Colleges then to gauge how best to deliver EDI.
- The gender sub-committee will determine UoE's approach and how AS is taken forward.

Athena Swan Network

Helen Sang (HS): Easter Bush has run AS as a Career Development Committee and is fully inclusive. Admin support has declined over the years. How do we keep hold of what the positive drivers are that AS has provided? HS then talked the committee through her power point slides on the AS Network (circulated amongst the committee after the meeting). There was then a short discussion and the main points were:

- AS good for empowering those at a local level
- Some of the points made on slide 3 were more gender specific i.e. recognising the unique impact of Covid on caring responsibilities disproportionately felt by women. Others were more general and could be considered by SCB and EDIC
- Is mapping across the University possible?
- Data reporting – requests for more joined up reporting, agree definitions and produce appropriate data?
 - Strategic Planning (formerly GaSP) are currently extremely stretched but happy to try and help
- Institutions and other such as UKRI should be taking a holistic approach when it comes to charters.
- Resource and effective data gathering needs to be integrated across EDI
- Continuous reporting of data is required.
- Sub-committee should decide on what types of data to be collected.

GenderEd

Fiona MacKay (FM) gave a brief overview of GenderEd by talking the committee through her slides (since circulated). There was then a short discussion and the main points were:

- Lots of support for the issues mentioned on the last slide e.g. impact of covid; impact of current financial constraints; synergy not competition and fragmentation
- Courses/seminars have previously fallen on CAHSS to take on but are now branching out in other disciplines. The Consent Collective do a lot of work in this area – link with them going forward.
- Union representation on the gender based violence taskforce but no report on the implementation of actions seen by JULC



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- Union keen to be involved in the promotion of gender equality across the institution
- June Maguire (JM) Union rep on the Future of Hybrid and Homeworking Policy Group (FHHPG)
- FHHPG will start consulting with committees/other groups shortly.
- There is a need for joined up thinking and easy ways to mobilise

Work of EUSA and student priorities

Niamh (NM) & Lucy (LDC) briefed the committee on EUSA activities and the student perspective of gender equality/ac by talking through their slides (since circulated).

NM asked the committee to promote EUSA's annual activities.

The committee agreed that most priorities discussed applied to both staff and students and congratulated all those involved in this work

Andy Shanks (AS) confirmed that due to the pandemic, a loss of funding has meant that a joint research project with Equally Safe in HE Initiative to move actions to address gender based violence forward, has stalled. Through funding from the Student Experience Action Plan however, a Sexual Violence and Harassment Manager has been recruited. Lesley Johnston, has been recruited on a 2yr secondment from the NHS. A post working in Rape Crisis Centre Edinburgh has been part-funded to work with Edinburgh students, with Napier, Queen Margaret and Heriot Watt Universities all involved. The report and support platform is launching soon which will streamline support to survivors and promote the work done across the University on gender equality and gender-based violence. AS hopes that the subcommittee will help to promote the Consent Collective platform, which currently only has 220 student/staff sign-ups across the university.

Student Parent Initiatives

(AS) updated the committee on the progress made on student parent initiatives. His slides were circulated amongst the committee after the meeting and include all the information shared at the meeting. AS highlighted the need for childcare provision as something he hoped the committee could help raise awareness of and stressed that any provision should be inclusive of undergraduate and masters student parents. Again, the committee noted that many of these issues affect staff and students and discussed how some of these actions could be taken forward. KC acknowledged the new approach to EDI has led to a more joined-up strategy, and should help to affect change.

KC would like to discuss how the committee 'actions' the priority areas highlighted today at the next meeting.

Evidence Base and Staff Pride Network Priorities

Katie (KNB) briefed the committee on her role with Evidence Base, its work and that of the Staff Pride Network (SPN), through shared slides (since been circulated). Katie highlighted Trans & non-binary recognition/representation as a key priority for the SPN.

KC will use this discussion to put together a document outlining some of the key priority areas and then circulate amongst the committee for comment. The document can then be discussed at the next meeting. KC would like to have another meeting within the



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next couple of months to keep up momentum. The committee will discuss how it will go about implementing some of the actions that were discussed today.

4. AOB

JM highlighted two areas she would like discussed at the next meeting:

- Reward system/ARs
- Career Development, particularly for PS staff

Sara Shinton (SS) requested the committee circulate the information provided on an EDI funded programme for researchers who have had their research disrupted during the pandemic.

Date of Next Meeting

Thursday 1st April 2021 10am