EDI Gender Sub-Committee  
Tuesday 9th November 2021 10am-12pm  
Meeting Note  

**Attendees**  
CHAPMÁN Karen (KC); FEIST Rhona (RF); SANG Helen (HS); MACKAY Fiona (FM); Katie NICOLL BAINES (KNB); SHANKS Andy (AS); Akinola, Aisha (AA); WALLACE Caroline (CW); MAGUIRE June (JM); MCLAUGHLIN Rodaidh (RM); GALBRAITH Jim (JG); Peden Alex (AP); CHOWDHURY Aliah (AC); LLORENTE PRADA Jaime (JLP).

1. **Welcome and apologies**  
KC welcomed everyone to the meeting. Apologies received from Stewart Mercer and Sara Shinton.

2. **Minutes and actions**  
KC confirmed that she’d had discussions with SCB with regards to general EDI evaluation, but there is more work still to do. All actions from the last meeting have been completed, bar 2, which will be addressed today.

3. **Convenor’s update**  
No convenor update for this meeting.

4. **Progress on "consent classes" and bystander training (arising from CERT presentation in April)**  
The package of training is now available via the EDI pages and communications have gone out to encourage uptake. An evaluation framework is in place for a 1 year project which will encompass a PhD student intern and 120 hours of Niamh Roberts’s (head of CERT) time. Aims and objectives of this project are currently being drawn up. The project will produce a series of recommendations to the University based on its research. It will focus on how effective the training is in changing attitudes, whether the training should be mandated and if so, who for, and other institutions experience of using similar training. The university carries out little evaluation on training, particularly EDI-related training so this project will hopefully be a first step. The action plan should emphasise the University’s responsibility for carrying out evaluation of training in general.

5. **Future leadership of GE sub-committee**  
As stated in the action plan, the leadership of the committee should reflect what the committee wants to achieve in terms of gender equality and should exemplify diversity, collaborative and gender-inclusive leadership. The proposal is there will be 3 co-Convenors, 2 of them staff (academic and professional service/different gender identities) and 1 student representative. The committee discussed the proposal and the general points raised were:-  
- 2 staff convenors should each serve 3 year over-lapping terms.  
- Could the student role be taken on at any stage throughout the representative’s whole time at University rather than be limited to time in office capacity i.e. EUSA VP. Welfare/Liberation Officer? Student representative could then serve a more appropriate 2yr term.  
- If recruiting from a wider student population, some training and support from staff co-convenors would be needed.  
- Post-graduate students should also be considered.
There would need to be a selection process drawn up. Possibly a submitted motivational paragraph, followed by an interview element involving the 2 staff co-Convenors and student representation.

This will be KC’s last meeting as committee lead and she is keen that any interested committee members put themselves forward. KC is happy to discuss the role with anyone interested, or they can contact CW or Sarah Cunningham-Burley.

6. Gender Equality action plan
KC has incorporated changes agreed at the last meeting but some of the actions need to be re-worded to become more gender-equality focused. Action: KC to edit action plan and introductory paragraph. Gender-based violence will be a big priority for the committee going forward. Steps have been put in place to foster a culture of respect for gender equality and zero tolerance for harassment and discrimination. Provision of childcare across the university estate is a clear priority for the committee. This will be part of the CSG plan as well and KC is hopeful there will be some movement on this issue. Action: AC to pass on the report of childcare provision across the university with this committee, when it's available.

KC keen that crèche facilities are also included in the action plan. Jeremy Upton, Director of Library Services, is very keen to have facilities at the University’s main library similar to that of the University of Strathclyde. Action: KC to add ‘affordable’ and ‘flexible’ to the related action in the plan to cover all options.

After some initial research EDI colleagues in CSG have found significant gender and BAME pay gaps and will be conducting more research with the aim of moving the issue higher up the priority list at leadership level.

Action: KC to add ‘monitor’, ‘mitigate’ and ‘long haul’ terminology to the Covid – career development and support action.

There are new criteria for academics who want to apply to Horizon Europe for funding and there needs to be a gender equity plan in place. CW has been working with the Edinburgh Research Office to dissect the new criteria. The action plan approved by this committee will need to go to EDIC this month and then University Executive by February.

7. REF2021 Equality Impact Assessment
The paper circulated has been approved and submitted to the funding council so can now be discussed. Through this exercise a gender equality inequality was identified in that there were more submissions put forward from men compared to women, in proportion to headcount. The committee discussed the findings and how they might be used to inform future practices. The main points raised were:-
- Consider the commitment of female staff to other activities.
- Credit activities other than teaching and research
- Add citizenship activities to job description with allocated %FTE
- Invite Jane Hillston from RCWG to give presentation on this issue at future committee meeting
- Lots of literature evidencing the above points.
- CAHSS have a 40:40:20 work allocation model (teaching:research:citizenship). Helps to establish a norm of working in different disciplines
- FM with Christina Boswell and others starting quick research project in February to understand underlying issues. GE committee to be key stakeholder in project potential bias in selection and supporting of authors of impact case studies.
- What are the race and gender mixes of the review panels?

**Action:** JG to pass committee's feedback to REF team.
**Action:** KC to edit action plan to encompass discussion points.
**Action:** Committee member to be involved in future REF meetings.

8. Verbal report from EUSA VP Welfare and Liberation Officers
EUSA VP Welfare - Aisha Akinola

**Spiking**
There is growing concern amongst students about the increasing instances of 'spiking' taking place across the city. Evident that this trend is part of the wider issue of gender-based violence. A statement has been released putting the onus on the perpetrators. AA and other EUSA officers looking at how best to help other venues in Edinburgh that do not have safe space polices and a campaign will be launched shortly to address the wider issue of gender-based violence. It will aim to engage and encourage the major stakeholders’ i.e. council, government, police to take action. Students making reports through Report and Support are receiving support from Lesley Johnston’s team (LJ is the sexual violence liaison manager). Any campaign messaging needs to focus solely on the perpetrator. Promoting initiatives geared towards tackling gender-based violence, i.e. police campaign ‘don’t be that guy’, sexual consent and active bystander training will help to bring about a culture change.

**No Hate Here**
Soft launch will take this place this semester with further campaigning next semester.

Jaime
Women’s Lib Officer (Mukai Chigumba) is running online campaigns promoting the 'don’t be that guy' police campaign and other independent liberation campaigns already taking place. Both MC and JLP involved in promoting the sexual consent and bystander training online.

JLP working on Trans remembrance day taking place on November 19th at Bristo Square; living together as equals course and promoting related courses when they go live.

JLP has been having conversations with colleagues in Estates to improve the comprehensive and accessible services already in place at the University. JLP has also put forward a proposal for a campus syringe disposal system and is awaiting a response. Work is also ongoing to have period product displays in and around accessible/gender-neutral toilets.
9. **Updates from Athena SWAN network, genderED, Staff Pride Network, Evidence Base**

   **Athena Swan – Helen Sang**

   Member of RCWG will be invited to attend the next meeting. The future of Athena Swan is a consistent discussion point. It is likely to morph into a broader EDI charter in the future. This will be discussed with SCB at the next meeting. Support for new cohort of chancellors fellows is variable and wasn't included in central funding so left up to individual Schools to manage. HS requested this be taken for discussion at EDIC. There is a lack of local administrative support for Athena Swan. CW putting together a 'diversifying recruitment' toolkit shortly. What information can be captured from the People and Money system? It is unlikely information from that system would help monitor composition of interview panels. **Action: This item to be revisited.** HS stepping down as Chair of the AS network and currently recruiting for a replacement/co-Chairs.

   **GenderED – Fiona Mackay**

   Understanding gender in the contemporary world o-level course has run for the 5th year with 280 students and the waiting list is substantial. For the first time, medical students enrolled in the course. ‘16 day blogathon’ – 4th year running collaboratively with Ambedkar University Delhi and the University of New South Wales. The theme this year is History, Myth and Memories. This will be FM’s last meeting as Director of gender.ed due to stepping up to be interim Head of School of Social and Political Science.

10. **Date of Next Meeting**

    TBC once new co-Convenors are in place.