1. Welcome and apologies
Karen Chapman (KC) welcomed everyone to the meeting, in particular new member Aliah Chowdhury (AC) from CSG.

2. Minutes and actions

<table>
<thead>
<tr>
<th>Action</th>
<th>Owner</th>
<th>Progress</th>
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<tbody>
<tr>
<td>Set up a small working group consisting of SS, LJ, FM and KC to analyse potential funding resources. (student consent training)</td>
<td>KC</td>
<td>Agenda item 4 of this meeting</td>
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<tr>
<td>KC to add ‘implications’ section to paper on consent.</td>
<td>KC</td>
<td>Agenda item 4 of this meeting</td>
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<tr>
<td>KC to make changes to draft paper, circulate again amongst committee before submitting to EDIC.</td>
<td>KC</td>
<td>Agenda item 4 of this meeting</td>
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<tr>
<td>KC to draft ToRs for committee and circulate</td>
<td>KC</td>
<td>Agenda item 5 of this meeting</td>
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3. Convenor update
The Scottish Government (SG) funding package on gender based violence and sexual harassment has come to an end. SG now looking at new support measures and Universities Scotland has submitted a coordinated response with UoE input on our priorities. There is a strong emphasis on gender based violence as it applies to the trans and non-binary community. Online sexual harassment and abuse issues were also included. Another priority is training and awareness, with particular emphasis on the ‘bystander approach’.
From EDIC – an equality impact assessment has been completed on the REF submission and there has been an impact on gender equality. The paper is now accessible through sharepoint (KC added to chat after meeting). KC proposed this is discussed at the next gender sub-committee meeting in November.
The Inclusive Language Guide is focusing on how to be inclusive rather than advising what language not to use. This can be found under editorial style guide on the website and is an on-going project.
Caroline Wallace’s (CW) team has increased to 3, with Rhona Feist (RF) and Ellie Dora joining. A significant ‘win’ for CW’s team has been the ability for staff to update their protected characteristics in their People and Money profile and a disclosure campaign is planned to encourage the use of this function.
The University’s commitment to the Athena Swan charter will continue for the time being but other charters will be considered separately.

4. Progress on “consent classes (arising from CERT presentation in April)
The student Contraception Education Reform Team (CERT) gave a report at April’s meeting on research it conducted amongst the student body and more widely,
recommending the introduction of mandatory training on sexual consent. A working
group was set up and a paper was brought to this committee and subsequently put to
EDIC which approved it. This training is now being implemented via a small group
which KC and Andy Shanks (AS) are a part of. Group racing to get the training in place
in time for welcome week or very soon after. The group meets on a weekly basis to
oversee plan. There are 3 parts to the process. Part 1 is getting the package on to
the university platform and this is being progressed through the various
data/information security and legal functions of the University and the external
provider. The training consists of 2 parts – sexual consent and bystander training. It
will be a 3yr contract between the University and the provider with an unlimited
subscription. The training will be rolled out university-wide and schools can promote it
to students. The training would be available to staff too. Part 2 is communications.
Barry Neilson has put out comms to Heads of Schools to alert them to the
implementation of the training. Research students will be reached via school emails
and taught students via directors of study/tutor emails. There will be a dedicated EDI
communication for students and Sarah Cunningham-Burley (SCB) has already
produced a video as part of that. Students will also produce a video in coordination
with CERT. CW is coordinating staff comms. Part 3 – evaluation. There is some ‘built-
in’ evaluation that comes with the sexual consent course, none with the bystander.
This limited evaluation will be used as part of the formal university evaluation. Sara
Shinton (SS) has identified a possible resource by way of a PhD student with input
from Niamh Roberts (lead, CERT) to help with the evaluation.

5. Draft Terms of Reference, discussion
Committee members to feedback any comments on ToR to KC after the meeting.
These will then go to EDIC.

Action: KC to add ‘sex and gender and as it intersects with others’, to the text.

6. Draft action plan, discussion
KC thanked everyone for their input into the current draft, particularly Fiona McKay
(FM) and CW. Some of the actions are not ‘SMART’ actions in that they are one-off
tasks and once completed, will be removed. In its current form the plan is a good
working document to help take things forward and then it can be streamlined to set
priorities. KC invited the committee to comment as she read through it and any
points discussed are noted below.

Objective A – Mainstream gender equality awareness and initiatives across the
University to promote an inclusive culture

4.6. Comms send out regular EDI communications which includes gender equality
relevant information (with input from genderEd) – Action: KC to amend wording in
action plan.

5.1 Succession planning for EDI Gender Equality sub-committee – potential student
co-convenor option under discussion with SCB. A professional services co-convenor
was also suggested. Action: KC to bring proposal to next meeting for discussion.

Objective B – Promote a positive culture that is supportive and inclusive of all
genders

2.1 Research Culture Working Group (RCWG) to present a report at a future gender
sub-committee meeting. Invite Jane Hillston to a meeting in the next calendar year.
RCWG running special seminars which alternate with its monthly meeting and also working towards its own action plan. Women in colour training will be run next year in coordination with IAD. A RCWG mailing list has been set up for anyone who is interested in the work that's going on.

3.1 Gender-based violence. Early on in the pandemic, gender-based violence funding was cut. This has now been reinstated and two caseworkers are being recruited to support Lesley Johnston, Sexual Violence & Harassment Liaison Manager. **Action: KC to add in wording around linking up with local committees and networks to ensure implementation of training and processes.**

- Need for some monitoring and evaluation resource for EDI work as a whole. **Action: CW, KC to take forward with SCB.**

4. Providing a supportive and enabling environment for trans/non-binary staff and students. AC/CSG EDI committee has been in touch with Estates on these issues. More transparency and comms needed to ensure people know where they can find these facilities and support.

Objective C – Provision and support for parents and carers
1. Childcare provision on BioQuarter and Central campuses.
Private nurseries should be included in the ‘tax-free childcare’ scheme, like university nurseries. **Action: FM to pass conducted academic research on the competitive advantage that good childcare and other related policies have on recruitment and retention at the University, to KC.**

4. Provide flow diagram for managers of staff to explain how maternity/partner/parental leave in managed and financed. There is still some confusion amongst staff and line managers on this. Some comprehensive flowcharts/diagrams may help.

Objective D – Career development and support
2. **Action: KC to note that HR run Edinburgh Leader and therefore need to be added as a stakeholder to this action.**

**Action: KC to make all changes discussed and put action plan forward to EDIC.**

7. Verbal report from EUSA VP Welfare and Liberation Officers
Jaime Llorente Prada (JLP) – Trans and non-binary EUSA Liberation officer
JLP will be having a meeting with Estates regarding expanding the current facilities and accessibility, including the distribution of personal hygiene products to male and gender neutral toilets. They will also be having discussions with colleagues from the Centre of Sport and Exercise to discuss changing rooms and toilets in that facility. Liaising with the EUSA president to issue a statement condemning any instances of harassment based on gender which are not limited to female presenting cis women but also trans and non-binary identities. Running events to promote EDI amongst students. **Action: JLP to liaise with KC on future sexual consent training content specific to the trans/non-binary community.**

Aisha Akinola (AA) – EUSP VP Welfare
There needs to be an intersectionality approach to tackling gender-based violence
with a more diverse range of people involved. AA would like to push to have liaison officers covering all forms of harassment to provide better support for victims of abuse. AA has been part of the implementation group for consent classes and bystander training. #nohateherecampaign campaign on AA’s manifesto for this academic year. Meetings planned with key stakeholders in campaign on best way forward.

8. Updates from Athena SWAN network, genderED, Staff Pride Network, Evidence Base

genderEd – FM

**Teaching:** ordinary level course ‘understanding gender in the contemporary world’ is currently being promoted. Preparing promotion campaign for the ‘intro to queer studies’ course.

**Action:** FM to add above courses to action plan.

Institutional change project – new suite of generic web courses, principally targeted at STEM, launching on 1st October. Having a meeting with UKRI about next steps on this.

**Impact and outreach:** preparing for the launch of 16 days of action against gender-based violence, led by Histories of Gender and Sexualities Research Group. The theme is history, legacy, myths and storytelling. Running an ECR spotlight on the website. Planning of the Care, Careers and Covid event in 2022. Involved in a meeting with RaceED and Critique about putting on some roundtables on decolonising the academy.

Evidence Base and Staff Pride Network – Katie Nicol-Baines (KNB)

EB – Roisin McKelvey, Diversity and Inclusion Officer based in the School of Biological Sciences. Involved in the RCWG and working on embedding recommendations coming out of Evidence Base for that group. KNB working with EPSRC on its gender inequalities and large grant funding review. Working on producing recommendations as a result of a community survey conducted in 2020.

SPN – continuing to support students with various projects. Maintaining relationships across different networks.

AS – RF

No update at the moment. Next meeting taking place in October. RF has written a paper summarising the implications of the new transformed charter.

9. Date of Next Meeting

Tuesday 9th November 2021 10am

**Actions**

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<td>5</td>
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<td>KC</td>
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<td>6</td>
<td><strong>KC to make changes to plan based on discussion at meeting</strong></td>
<td>KC</td>
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<td></td>
<td><strong>KC to bring succession planning proposal to next meeting</strong></td>
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<td><strong>Di to liaise with JG on EDMARC student data</strong></td>
<td>DI/JG</td>
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<tr>
<td></td>
<td>Discuss EDI evaluation and monitoring resource with SCB</td>
<td>KC and CW</td>
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<td>Pass conducted academic research on the competitive advantage that good childcare and other related policies have on recruitment and retention at the University to KC</td>
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<td>7</td>
<td>Liaise with KC on sexual consent training content specific to the trans community.</td>
<td>JLP</td>
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