1. Welcome and apologies
Karen Chapman (KC) welcomed everyone to the meeting, in particular the new EUSA VP Welfare, Aisha Akinola (AA), EUSA Women’s Liberation Officer, Mukai Chigumba (MC) and EUSA Trans and non-binary Liberation Officer, Jaime Llorente Prada (JLP). Apologies were noted from Katie Nicoll Baines, Andy Shanks (AS), Catherine Elliot (CE), Stephen Barnes, June Maguire and Stewart Mercer. Lesley Johnston (LJ) is deputising for Andy Shanks.

2. Minutes and actions

<table>
<thead>
<tr>
<th>Action</th>
<th>Action Owner</th>
<th>Progress</th>
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<tbody>
<tr>
<td>Create SharePoint site where all meeting paperwork can be filed</td>
<td>SJ</td>
<td>Done</td>
</tr>
<tr>
<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>
<td>Done and paper produced to be discussed today</td>
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<tr>
<td>Committee would welcome similar student/staff presentations at future meetings</td>
<td>AA,JLP, MC/all</td>
<td></td>
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<tr>
<td>KC to revise draft action plan and circulate amongst committee for further feedback in time to incorporate before the next meeting.</td>
<td>KC</td>
<td>Item 5 on today’s agenda</td>
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<tr>
<td>AS and team to review provision for parents across the estate</td>
<td>AS</td>
<td>In action plan</td>
</tr>
<tr>
<td>Gender sub-committee to pursue childcare review with CSG EDIC</td>
<td>KC</td>
<td>In action plan. DG spoke to CM – looking at ways to progress</td>
</tr>
<tr>
<td>Athena Swan</td>
<td>HS</td>
<td>Item 7 on today’s agenda</td>
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3. Convenor’s update
Rhona Feist (RF) has joined Caroline Wallace’s (CW) team, replacing Denise Boyle, in a more central role. EDIC meeting taking place on 24th June. Shelagh Green is leading on developing EDI training for students, which will be ready to roll out at some point within the next academic year – an advisory group is working on delivery.

4. Proposal for student consent classes (arising from CERT presentation at last meeting)
KC expressed thanks to the CERT team that presented at the last committee meeting and to LJ, AS, Jon Turner and Shelagh Green for working on this paper. KC keen to get this in place for the forthcoming academic year.
The training will be voluntary for all students coming in Y21/22 with a view to making it mandatory for the following cohort. Lisa Dawson is looking at how this training can be linked to the matriculation process. AS and team will carry out a basic evaluation this year to inform mandating it and rolling it out in 2022. The package includes a basic evaluation with a pre and post questionnaire. It comprises ‘consent matters’ training and bystander training and the same programmes are already in use at a number of other Universities e.g. Napier. It does provide some opportunities for research on ‘consent’ training and its impact, possibly in partnership with genderED, evidence base and EUSA. The committee then discussed and the main points raised were:-

- Important to secure expert academic involvement early on. Obvious choices have large research buy-outs however. External academic Prof Lesley McMillan (Glasgow Caledonian) may be a possibility.

**Action:** FM to liaise with Lesley McMillan to gauge interest.

- Need for research funding pot and additional capacity.
- There may be funding coming from big national funders for issues related to EDI (including research culture work) that could be tapped in to, though this may be affected by future government funding decisions. UoE would perhaps need to conduct some proof of concept work to secure those funds.

**Action:** set up a small working group consisting of SS, LJ, FM and KC to identify potential resources to carry out research on this.

KC will submit proposal to EDIC.

- Additional support for people coming forward to report incidents will be required. LJ needs a team to manage the workload (this was planned but is currently stalled).
- Significant reputational risk to UoE if this work is not undertaken.

**Action:** KC to add ‘implications’ section to paper.

**Action:** KC to make changes to draft paper, circulate again amongst committee before submitting to EDIC.

5. *Draft action plan discussion*

KC thanked everyone who had previously contributed. KC asked the committee for its thoughts on particular sections of the plan.

**Action:** KC to draft T&Cs for committee and circulate.

A6 item 6

- Action should be led by communications with the support of GenderED rather than the other way around. There needs to be a commitment from communications to joint working to promote issues and events.
- Ensure new doctoral colleges are involved.
- Strong comms needed across staff and student bodies. Social media platforms could be utilised.
- Re EDI calendar – consensus across UoE that meetings before important dates on calendar should take place to raise awareness of what is happening. These meeting dates could be included in the calendar.

**A7 item 1**

- Appoint two con-convenors to committee who could alternate between meetings. Convenors should be of a different gender. JLP volunteered. KC suggested having two co-convenors and possibly one student.

**A7 item 3**

- Resource required to carry out research into this area. There is a CSE funded post that could possibly take on this research but CSE would have to agree.
- Further training may not be the answer. Literature review would be the first step, followed by focus groups/interviews with both current Heads of Schools and other engaged colleagues. A PhD student/intern with some supervisory support from FM could possibly take this on.

*Action: KC to note on plan which actions will need more resource for the research culture review’s attention.*

**A9 item 1**

There is a good page on EDI website now. Committee to send in any additions to CW or KC.

**B4 item 1**

- Paper submitted to EDIC will address the issue of making sure work in this area is not stalled or downgraded.

**B4 item 2**

- separate staff and p/g action to be added. Again, covered by paper going to EDIC

**B4 item 3**

- CERT asked for face-to-face consent workshops, which will embed consent and bystander training. Has become part of the year 4 medical curriculum.

**B4 item 4**

- UoE needs to provide sensitive support, but it has to be handled very carefully.

**B4 item 5**

- needs to have more buy-in.

**B4 item 6**

- The Medical School found the microaggression resources very useful and requested similar for sexism.
- everyday sexism can be highlighted in stories and case studies.
B5 item 5
JLP and Sonja Erikainen (SE) to pass any stories and examples to KC

B6 item 1
FM and SE to feedback comments to KC.

Strategic review of childcare provision will take place shortly. This is being facilitated by the new EDI structures and Catherine Martin is aware of this.

D2 item 1
- gender needs to be inclusive of trans men and non-binary people. Are the actions under Section D strong enough? Committee to feedback any suggestions.

6. Welcome to new EUSA VP Welfare and verbal report from EUSA
Mukai Chigumba – Women’s Liberation Officer
Campaign focusing on utilising social media, producing educational videos. 
Priorities: campus safety, in particular the meadows but including all areas on campus that are not safe for women and engaging relevant stakeholders. Using social media to educate women on issues of safety on campus. As part of her EDI intern role, MC will be looking at producing a joint strategy on how UoE should approach the EDI calendar. MC welcomed any thoughts on this from the committee. 
David Ingram (DI) suggested the EDI calendar be circulated in a timely fashion, as widely as possible so people are aware well in advance of what events and activities are taking place. MC confirmed a multi-pronged approach to tackling sexual violence – inclusive posters and language to encourage awareness and engagement of male students too. On general campus safety, MC hopes to pass a motion through student council to approve engagement with the wider Edinburgh community. LJ very happy to have offline discussion with MC to discuss this issue.

Aisha Akinola – EUSA VP Welfare
Creation of a #nohatehere campaign, aimed at tackling all forms of hate on and off campus. Keen on expanding current report and support platform to ensure it covers all kind of hate crimes. AA has been liaising with AS on this. Keen to develop an intersectionality workshop, which could empower people who identify with different intersectional identities to speak about their own experiences and to ensure everyone is listened to. In order to tackle the issue of hate, it is essential to ensure there is a penalty for offenders and that related UoE policies are clear and embedded into the staff and student code of conduct.

Jaime Prada – Trans and non-binary Liberation Officer
Focusing on what institutional changes can be made to existing campaigns to make them more inclusive of trans students and others in different situations - not all people that suffer from sexual harassment identify as binary. Private areas and facilities across campus – working with the EUSA disabled students officer to make gender-neutral bathrooms more accessible, to include syringe disposal facilities in toilets and make period products more accessible etc. The focus is to make sure within UoE there is an understanding that not everyone who has their period, or going through menopause is female presenting or identifies as a woman; ensuring policies are more inclusive for people who are going through the same things but do not necessarily identify within binary. Changes have to happen in an institutional context. Support from committee very welcome. MC and JP to work together on
these issues. Sonja Erikainen (SK) and staff pride network keen to work with JP also. AA will be setting up meetings with all the EUSA Liberation Officers to discuss priorities and issues.

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

Athena Swan (Helen Sang)
The network needs a more formalised remit. It will have two main priorities: internal knowledge sharing and escalating issues that cannot be dealt with by individual schools. Meeting dates will be set up in advance etc.

GenderED (Fiona MacKay)
- Ongoing research supporting gender sensitive research, particularly in international development. Supporting PIs and general research teams to integrate gender into their research bids. Developed a toolkit and a set of resources, which have been rolled out over the past 6 months. Joint event with Bristol University in April, with Usher in May and there is a blog report available. Event under planning with Engineering and Geosciences. FM offered to do a presentation with Ros Cavaghan if the committee felt it useful.
- Summer comms intern funded by IASH who will be updating the directory.
- Meeting with the new EUSA liberation officers to discuss joint working, particularly their ongoing support and promotion of understanding of gender in the contemporary world/introduction to queer studies – related – a successful PTAS application to examine course refreshing and co-production.
- Resources have been taken in-house to GenderED

Staff Pride Network (Sonja Erikainen)
Pride month. One event amongst many – ‘Pride in writing’. Centre for Sport and Exercise is undertaking a review of its changing and toilet facilities.

Evidence Base
A paper is under review and will be shared shortly. There is now a diversity and inclusion officer related to the project. Project will officially wrap up early next year but has been given an extension.

8. Any Other Business

Post-REF analysis (Jim Galbraith)
It appears the distribution of research outputs, varies depending on protected characteristics. A paper is being taken to the next EDIC committee.

SS reported that the research culture working group will convene early next month and will update the committee at a later stage on its priorities and progress.

SS and KC working on turning 'managing your research team' into a resource that will be made available to schools. Real experience videos will be included in the content.

9. Date of Next Meeting
14th September 2021 10am

Actions
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