THE UNIVERSITY of EDINBURGH

EQUALITY, DIVERSITY & INCLUSION COMMITTEE
HYBRID Meeting
Raeburn Room, Old College
Thursday 25th May 2023 10am – 12pm

Meeting Note

Attendees
Sarah Cunningham-Burley, EDIC Convenor, University EDI Lead
Caroline Wallace, Head of HR EDI
Claire Graf, co-Convenor Disabled Staff Network
Colm Harmon, VP Students
Dave Gorman, CSG EDI Convenor
Denise Nesbitt, Director Talent and Development, HR
Harriet Harris, co-Convenor Faith & Belief subcommittee
Hope Conway-Gebbie, EUSA Women's Liberation Officer
James Smith, VP International
Jan Gardner (deputising for Victoria Buchanan, co-Convenor Disability Committee)
Jeni Harden, MVM EDI Convenor
Jenny Hoy, CAHSS EDI Convenor
Katie Nicoll Baines, co-Convenor Staff Pride Network
Laura Cattell, Head of Widening Participation
Lauren Byrne, EUSA VP Welfare
Liz Grant, co-Convenor Faith & Belief subcommittee
Liz Reilly, Director Philanthropy and Donations, D&A
Lucy Evans, Deputy Secretary Students
Nadir Junco, co-Convenor Staff Pride Network
Pauline Manchester, Deputy Director Planning and Policy, Strategic Planning
Philip Graham, Head of Internal Comms, CAM
Rashné Limke, co-Convenor EREN
Zoe Stephens, Estates Business Services Director

In attendance
Chris Cox, Director of Development & Alumni, guest presenter
Jon Turner, Curriculum Transformation, guest presenter
Karen Davidson, Chaplaincy Administrator
Shireen Jawas, EDIC Secretariat

Apologies
Catherine Bovill, Victoria Buchanan, Olivia Eadie, Olivia Hale, Karen Halliday, Melissa Highton, Johanna Holtan, Sophia Lycouris, Michael Ramsammy and David Smith.

1. **Welcome and apologies** *(Sarah C-B)*
   Apologies were noted and Philip Graham, Liz Grant and Harriet Harris were welcomed as new members. The committee noted that Johanna Holtan is leaving the University and thanked Johanna for her excellent work in convening the REAR subcommittee.

2. **Minutes and actions**
   Amendment to list of attendees. The meeting note will be published on the EDI website.

3. **Convenor's update** *(Sarah C-B, with updates from CW and LE)*
   - The EDI Data Report and the Equality Outcomes and Mainstreaming Progress Report 2023 have been published on the EDI website. There is recognition of how much progress has been made, particularly around mainstreaming, of the need for more visibility of this work, and more evaluation.
   - Curriculum Transformation Project (CTP) – There will be two academic secondments to the CTP, one supporting decolonisation and the other the attainment/awarding gap.
   - Almost all EDIC subcommittees are constituted/reconstituted.
   - Decolonised Transformations Project launched last month and a progress update will be given at a future meeting.
   - The University is submitting for renewal of its Silver Athena Swan award in January 2024. EDIC will act as the self-assessment team and agree the priority actions, which will be nested within the broader Gender Equality subcommittee action plan. It is expected that priorities for the action plan will come to the next meeting.
   - A Racism, Hate Crime and Bullying Support Officer has been appointed to expand the Report & Support provision for students.

   - <u>Update on Student Survivor Project</u>
     The Fearless Edinburgh Partnership provides specialist support for survivors of sexual violence. The four universities involved are waiting for budget updates from the Scottish Government. The Edinburgh Rape Crisis Centre is committed to making additional funding available to sustain and progress services to students. Fearless Edinburgh will continue to champion services for students and encourage students to approach organisations that can provide support. LE addressed concerns about accounts from students who say the University has discouraged them from reporting instances to the police. She reiterated the University encourages students to report to the police should they wish to. There may be some misunderstandings as to what the University can investigate *during* a current police investigation.

4. **EUSA representatives updates** *(Lauren B and Hope C-G)*
   The Committee received updates from the EUSA VP Welfare and Liberation Officers, which included but was not limited to:
   - Building relationship with Jewish Society to help raise awareness of antisemitism as a priority for the University;
   - Attendance at NUS Liberation Conference;
   - Involved in two workstreams stemming from the Academic Freedom Working Group;
   - Liaising with others to look at learning adjustments for WP students;
   - Working on making Bystander training mandatory for incoming students;
   - Reusable sanitary products now available in the Students Association. Feedback has been positive but work needs to be done in promoting the service.

   The Committee expressed thanks to the outgoing EUSA representatives for their hard work and valuable contribution over the past year.

5. **Update on the work of the Race Review Policy Group** *(Chris Cox)*
   Presentation circulated to committee.

The Committee received an overview of the Race Review structure and the role of the Policy Group. The work of the Policy Group is centred around 3 themes:
- Campus Look and Feel. Ensuring that the campus reflects the diversity of individuals who have made positive global and local contributions to UoE;
- University of Edinburgh's Naming Policy;
- The celebration/recognition of current staff, students & alumni.

The Committee discussed the scope of the work and recognised the need to avoid overlap with the work of other Committees and groups. The final report is expected towards the end of 2024.

6. **Update on Curriculum Transformation Project** *(Jon Turner)*
Presentation circulated to committee.

The Committee received an overview of work with Advance HE on embedding inclusive practice in the curriculum, workshops on embedding EDI in programme design and in teaching practice, and the development of inclusive curriculum resources.

The Committee discussed the approach to a Curriculum Framework Equality Impact Assessment (EqIA), particularly in relation to designing in positive action, and the risks in roll-out and adoption. Members were invited to provide further thoughts after the meeting, via padlet and/or email.

7. **EDI and Staff Network Convenors updates**

The Committee received written updates from the EDI and Staff Network Convenors, with thanks.

Action Log

Agenda item	Action	Action Owner
2	*The GTRSB Pledge will be presented to the next meeting of University Executive.*	**LE**
3	*Decolonised Transformations Project leads to be invited to give a progress update at a future meeting.* *EDIC to consider Athena Swan priorities for action at September meeting.*	**SCB** **SCB, CW**
6	*All to provide thoughts on the Curriculum Framework EqIA via the padlet links and/or email by 19th June.*	**All**