



THE UNIVERSITY *of* EDINBURGH

EQUALITY, DIVERSITY & INCLUSION COMMITTEE
Torridon Room, CSH
Thursday 28th September 2023 10am – 12:30pm

Note of meeting

Attendees

Bali, Vansh – Black and Minority Ethnic Officer
Buchanan, Victoria, co-Convenor Disability and Inclusion subcommittee
Byrne, Lauren – VP Welfare
Cattell, Laura – WP
Collins, Sarah – CMVM co-Lead
Cunningham-Burley, Sarah – Convenor
Eadie, Olivia – IAD
Graham, Philip – C&M
Grant, Liz – co-Convenor Faith and Belief subcommittee
Hajducki, Leo – Disabled Students’ Officer
Halliday, Karen – CSG EDI Lead
Harmon, Colm – VP Students
Harris, Harriet – co-Convenor Faith and Belief subcommittee
Lycouris, Sophia – Joint Unions Rep
Manchester, Pauline – Strategic Planning
Ramsammy, Michael – co-Convenor REAR subcommittee
Scholz, Ash – LGBTQ+ Officer
Smith James – VP International
Wallace, Caroline – Head of HR EDI
Woof, Robyn – Trans and Non-Binary Officer

Apologies

Lucy Evans
Dave Gorman
Zoe Stephens
Katie Nicoll Baines
Jeni Harden
Denise Nesbitt
Melissa Highton
Rashne Limke
Pia Wahi-Singh
Claire Graf
David Smith
Jeni Hoy

In Attendance

Grieve, Katie (Deputising for Melissa Highton)
Jawas, Shireen – EDIC admin support
MacBride, Jonathan – Deputising for SPN in KNB absence
Parsons, Bethany – EDI CSG (deputising for Dave Gorman)
Spain, Bjorn – Welfare and Liberation Coordinator (EUSA)

1. Welcome and apologies Apologies noted. SCB welcomed everyone to the meeting, in particular new members SC, new CMVM co-Lead and EUSA	
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	<p>Liberation Officers. Official thanks to LR (who has since left the University) for all her EDI work whilst in role.</p>	
2.	<p>Minutes and outstanding actions The committee approved the minute from the last meeting for publication. Initials to be documented rather than full names.</p> <ul style="list-style-type: none"> - SCB to invite those engaged in the decolonisation transformation project and race review policy group, to update EDIC at a future meeting. 	
3.	<p>Convenor's update (Sarah C-B) Sub committees now have one convenor with some still to appoint a second, and they will have administrative support.</p> <p>Academic Freedom and FOE working group met recently and there will be increasing opportunity for EDIC to engage.</p> <p>Advance HE were commissioned to support the CTP to embed EDI. A set of training materials and other resources have been created.</p> <p>A Task and Finish group was set up to consider whether a workable set of examples to support the IHRA definition of antisemitism could be developed. After further consideration and two initial discussion meetings, it was decided this is not the best mechanism to deal with the challenges of antisemitism and the IHRA definition, and therefore this work will be folded into the Faith and Belief and REAR subcommittees and wider issues within the Academic Freedom work.</p> <p>By the end of the year, CW will have an expanded team of 6 and be in a better position to support the work of the subcommittees and EDI mainstreaming.</p> <p>Scottish Government (via EHRC) and SFC have published national equality outcomes for the sector, which will inform our approach to our next set of Equality Outcomes 2025-2029.</p>	
4	<p>Corporate Parenting Plan and Student-driven Research Report LC presented the CPP and Research Report, and invited the committee to express its views on whether the current approach is the right one, how we can raise awareness of the stark realities of care experienced students and what other work can be done in EDIC or subcommittees to support the plan. The main discussions points were: -</p> <ul style="list-style-type: none"> - adequacy of financial support in light of rising inflation and rising costs of housing. - need for alignment across University policies and approaches. - IAD can support related training and development priorities. - PM and team are taking forward the recommendation to treat care experience as a protected characteristic for next year's EDI public data report. - opportunities available for students to take on paid internships. 	



	<ul style="list-style-type: none"> - communicating re existing resources and help that is already available. <p>There was clear endorsement from EDIC for an uplift to the baseline financial support, and agreement to take forward the 'protected characteristic' recommendation in our equality reporting and elsewhere.</p>	
5.	<p>College/PSG EDI and Staff Network Convenor Updates</p> <p>The Committee received written updates from the EDI and Staff Network Convenors. Highlights included:</p> <ul style="list-style-type: none"> - Staff Pride Network AGM on 13th October, all welcome. - CSG EDI survey complete and will help to set KPIs for CSG EDI plan. - ISG event to mark Ada Lovelace Day. 	
6.	<p>EUSA VP Welfare and Liberation Officer Updates</p> <p>The Committee received verbal updates from the EUSA VP Welfare and Liberation Officers. Highlights included:</p> <ul style="list-style-type: none"> - Engagement with the University's development of a safer suicide strategy, and on the drug and alcohol harm reduction working group. - Relaunch this year of the No Excuse campaign. - Work to improve provision of gender-neutral toilets and period products - Work on inclusive language in the classroom. 	
7.	<p>Athena Swan progress update</p> <p>Submission for renewal of institutional Athena Swan award in January 2024. Significant progress has been made on previous action plan across the institution. A forward action plan has been drafted with action owners. Renewal under the Transformed AS Charter is lighter touch with a small number of priorities and actions. Going forward these will be sited within the broader Gender Equality action plan.</p> <p>The Committee discussed the need to take action to promote inclusion of minority genders and debated the best way to take this work forward.</p> <p>Committee members were invited to send any comments to CW prior to presentation of the full draft submission at the December meeting.</p>	
8.	<p>AOB and Date of Next Meeting</p> <p><i>Thursday 7th December 10am</i></p>	



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Item	Action	Owner
2	<i>Invite decolonisation transformation project and race review policy group stakeholders to future meeting</i>	SCB
3	<i>CTP to be topic of focus at next meeting.</i>	SCB/CH
4	<i>Follow up on IAD contribution to CPP</i>	OE/LC
5	<i>Liaise with Estates on improving provision of period products and gender-neutral toilets</i>	SCB