

## Equality and Diversity Committee Minutes 11am, 14<sup>th</sup> December 2016. Turing Room.



**Attendees:** Kami Vaniea (Chair) Vashti Galpin, Michael Rovatsos, Guido Sanguinetti, Heather Walker, Martin Wright, Anda Nicolson (Secretary)

**Apologies:** Christophe Dubach, Julie Young

	Summary	ACTION
1.	<p><b>Approval of previous minutes and matters arising</b> The minutes were approved.</p> <p><b>Action rolled over:</b> AN to arrange meeting to discuss Jamboree 2017.</p> <p><b>Athena SWAN data gathering:</b> MJW raised suggestion at College E&amp;D Committee regarding appointment of one person to gather data across the College. Geosciences also spoke in favour of this suggestion. No decision has been made as yet.</p> <p><b>E&amp;D library:</b> KV will move the books in to the library area in MF1.</p> <p><b>Publicity email address:</b> This was being actioned by PT, who has now left. HW to chase. An email for inf-equality has been created already.</p> <p>MR suggested that we could create posters with E&amp;D information and display in common areas such as kitchen. <b>Action:</b> KV to look at this.</p>	<p>AN</p> <p>KV</p> <p>HW</p> <p>KV</p>
2.	<p><b>Recent activities</b> We have held two career talks aimed at students. The first was well-attended, with around forty attendees. The second was more sparsely attended, mainly because of the timing of the talk related to coursework.</p> <p>The library of E&amp;D books is going to be moved in to MF1. Titles include works on unconscious bias, career improvement and women in computer science. <b>Action:</b> KV to send the list of titles to this committee.</p> <p>We are working on the action from our Athena SWAN plan to create videos around women in academia, students in Informatics and others. Each person interviewed will also have an additional mini clip – there will be 20 mini clips in English and other languages. They will be published on our website. Suggestions were noted from the committee about ensuring that videos are diverse in ways other than gender, and that it would be helpful to have clips from both men and women talking about balancing career with family life.</p>	
3.	<p><b>Athena SWAN</b></p> <p>i. <b>Feedback on Athena SWAN submission:</b> the feedback was broadly positive. We need to ensure that any specific points are addressed in our next submission.</p> <p>ii. <b>Implementation plan:</b> A meeting will be arranged for the New Year.</p> <p>iii. <b>Next steps:</b></p> <ul style="list-style-type: none"> <li>• <b>Action:</b> KV to add Women in Computing event to the agenda for the next meeting of this committee.</li> <li>• <b>Action:</b> We need to keep a record of people in Informatics who have attended courses such as leadership, Aurora and other development. MJW to speak with HR about this.</li> <li>• Feedback on the Unconscious Bias was good. We may not roll this out to all staff, but will aim to hold it as an annual event that people can choose to sign up to.</li> </ul>	<p>KV</p> <p>MJW</p>

	<ul style="list-style-type: none"> <li>• <b>Action:</b> Working group should be set up to look at action 4.2.ii regarding “laddish” behaviour and non-inclusive atmosphere. KV to convene.</li> <li>• A project plan should be created and the committee will look to take ownership of this.</li> </ul>	KV
4.	<p><b>Any other business</b></p> <p>It was suggested that the Informatics website be amended to make the careers information more visible. <b>Action:</b> HW to arrange.</p>	HW
5.	<p><b>Date of next meeting</b></p> <p>11am, 15<sup>th</sup> March 2017. Turing Room.</p>	