



Equality and Diversity Committee Minutes 10am, Wed 24th January 2019 Turing Room

Attendees: Bob Fisher, Jane Hillston, Christoph Dubach, Ajitha Rajan, Aurora Constantin, Perdita Stevens, Kasia Kokowska, Ram Ramamoorthy, Lorna Adams (Secretary)

Apologies: Guido Sanguinetti, Carol Dow, Martin Wright

	Summary	ACTION
1.	<p>Welcome and apologies RBF extended the Committee’s thanks to Dorota Glowacka for her role as Deputy Director of E&D.</p>	
2.	<p>Minutes from previous meeting and matters arising Athena SWAN Action Plan – Allocation of responsibilities – To be revisited once a new Deputy Director of E&D has been identified. Athena SWAN – RBF would like there to be just one committee responsible for the next submission. LA to confirm deadline for our next submission. E&D Committee Membership – RBF will liaise with Neil Heatley to identify nominees for student members to this committee, as well approach the President of the Hoppers Society as an ex officio member. Note: Perdita Stevens only knew she was on this committee, after she had viewed the remit and membership on the committee webpage. Need to ensure that all members are aware of their connections to the various School committees. Unconscious Bias Training – This will take place on 26th April 2019. Unconscious Bias Online Training - data from previous training – LA has spoken to InfHR to ascertain how many people have completed the training. This data will come from College HR, unfortunately, this is a lesser priority currently. LA will endeavour to get this information as soon as possible. Staff Pride Network LGBT Training – CD has spoken to someone about PT training for LGBT issues and will finalise details/dates in due course. Informatics Jamboree 2019 - KK to compose an email for JH to send out to the School.</p>	<p>RBF</p> <p>LA</p> <p>KK</p>
3.	<p>Report by Director of Equality and Diversity RBF advised that in collaboration with the Communications team, we have launched a social media campaign celebrating all the nationalities of Informatics staff and students. Every day celebrates a different country and we have done our best to select dates at random, avoiding any particular contentious dates. So far we have been getting between 50-100 views per day via the various platforms that people are subscribed to. The last date will be in June, thereafter the Comms team will create a video of the globe showing all nationalities in school.</p> <p>On 21st June 2019 there will be a national food themed, “pot luck” dinner. With colleagues bringing in traditional dishes from their respective countries for others to sample. RBF has enlisted our Reception team to help with organising this on the day.</p>	



RBF stated that he felt this Committee was not balanced and that we should include some student representatives, particularly some PhD students. JH has provided MJW with some suggested names previously. **Action:** JH will forward these names to RBF.

JH

RBF is also keen for a visit to be arranged to the Bayes Centre in order to consider their accessibility measures. AC stated that she had previously passed on a list of things that should be considered, i.e. height of lift buttons and door handles for those of limited mobility who may not be able to raise their arms to reach current height.

AC also noted that it would be good to consider things that are done better in other buildings within the University. Currently there is no permanent committee that this type of information could be fed into.

Action: It was agreed that RBF will contact Michael Rovatsos to initiate a visit.

RBF

Anti-bullying initiative – RBF will circulate a further note to all staff and PhD students to reinforce the promotion of this campaign.

RBF

4. **Athena SWAN Staff/Student Survey (Paper 4)**

RBF spoke to the circulated paper VG's absence and extended the Committee's thanks to her for collecting and analysing the data.

RBF highlighted the response of UG students reporting negative experiences to the statement "*During my time in this School, I have experienced a situation where I have felt uncomfortable because of my gender*". The Committee agreed that a focus group should be formed in order to investigate this further and how we best remedy it.

RBF

A further area of concern related to the statement "*I have experienced a situation in the School where I have felt uncomfortable because of my gender*", which showed women reporting more negative experiences than men. It was noted that an Athena SWAN Support Officer will be appointed at College level in the Spring time and will be the best person to convene a focus group to investigate this issue. **Action:** LA/JH to contact Niamh Shortt, College Dean of Diversity and Inclusion, to find out when this appointment will be made.

LA

It was noted that there is no strict requirement for UoE to carry out these surveys, however JH encouraged RBF to speak to Caroline Wallace who is best to advise on this.

RBF

RBF also pondered whether there are certain questions that women would respond to more than men. Similarly if you were to ask only one question, would you get a better response rate overall?

For future surveys, we need to consider tutors and demonstrators, even though they are not considered core staff.

5. **AOB**

RBF had spoken with MJW about appointing a new Deputy Director of E&D, which was looking to be in August. However, given what have to do for the next Athena SWAN submission, are we able to accelerate this process? **Action:** JH will speak to MJW about escalating this appointment.

JH



10.	Dates of next meetings – Wednesday 22 nd May 2019 at 12pm in the Turing Room.	
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