



## Equality and Diversity Committee Minutes 10am, Wed 22<sup>nd</sup> May 2019 Turing Room

**Attendees:** Bob Fisher, Martin Wright, Ajitha Rajan, Aurora Constantin, Perdita Stevens, Kasia Kokowska, Lorna Adams (Secretary)

**Apologies:** Carol Dow, Jane Hillston, Christoph Dubach, Ram Ramamoorthy, Guido Sanguinetti, Vashti Galpin

	Summary	ACTION
1.	<p><b>Welcome and apologies</b> RBF welcomed everyone to the meeting, with apologies noted as above.</p>	
2.	<p><b>Minutes from previous meeting and matters arising</b></p> <p><b>Athena SWAN Action Plan</b> – Julian Bradfield has been appointed as Athena SWAN coordinator and will be added to this Committee’s circulation list, and will be invited to future E&amp;D Committee meetings.</p> <p><b>Athena SWAN Implementation Group</b> – Meeting of the professional services group arranged for 25<sup>th</sup> June.</p> <p><b>Unconscious Bias Training</b> – Two sessions were held on 26<sup>th</sup> April 2019. With 92 out of 131 academic staff having completed the online training.</p> <p><b>Staff Pride Network LGBT Training for TAs’s</b> – CD is still trying to get hold of the person who is the lead for this, but they have been away on sabbatical.</p> <p><b>Informatics Jamboree 2019</b> – KK and her team are drafting a “lessons learnt” document, which she will bring back to this Committee.</p> <p><b>Social media campaign celebrating all nationalities</b> – KK will pull together data on viewing numbers from this campaign. KK and RBF will discuss what to do for next year.</p> <p><b>“Pot luck” dinner – 21<sup>st</sup> June</b> – Reminder to be sent out three weeks and two weeks beforehand.</p> <p><b>Bayes Centre – Accessibility Measures</b> – Tim Thurston (UoE Disability Access &amp; Equality Manager) is happy to visit Bayes with AC to flag any potential accessibility issues. It was noted that if any issues are identified, these should be raised with the Bayes Building Committee.</p> <p><b>Athena SWAN Staff and Student Surveys</b> – A focus group is still to be formed to investigate the negative responses from the last survey. RBF has spoken with VG and taken on board her concerns about survey fatigue in staff and students. MJW advised that we will focus on the next survey in the Autumn. RBF is still to speak to Caroline Wallace as to whether or not UoE needs to carry out these surveys.</p>	<p>CD</p> <p>KK</p> <p>KK/RBF</p> <p>RBF</p> <p>AC</p> <p>RBF</p>
3.	<p><b>Report by Director of Equality and Diversity</b> A “secret shopper” will be attending our Open Day on 10<sup>th</sup> June and will provide a two page feedback report on our gender and diversity approach. RBF will bring this report back to this Committee.</p> <p>RBF advised that our recruitment pages have been run through “Textio”, a gender based text analysis piece of software, which has come back okay. It was noted that this evidence needs to be captured for the Athena SWAN data collection. KK will draft some text for RBF.</p>	<p>RBF</p> <p>KK</p>



First year teaching team – RBF reported that there will be a female University Teacher.

In response to a University hosted debate on the future of women’s sex-based rights, the University’s Students’ Association demanded “No TERFs on our turf”. Concerns have been raised around this campaign by the University and the Students Association. It has been noted that the University’s view is that this is a place for dialogue/freedom of speech.

**4. Athena SWAN Implementation Plan**

The Athena SWAN self-assessment team met for the first time yesterday. The next submission is due in April 2020 and will be chaired by Julian Bradfield.

**5. AOB**

No AOB.

**10. Date of next meetings** – Thursday 19<sup>th</sup> September at 12pm in the Turing Room.