

## Informatics Equality and Diversity Committee Meeting 12 March 2014

### Actions from the meeting

| Agenda Item   | Action   | Individual     | Status of Action               |
|---|--|----------------|--------------------------------|
| 4. New Action plan ideas  | Consider a CV surgery / 'Making Fellows' workshop  |                | Ongoing – decide who/how/when? |
| 4. New Action plan ideas  | Event hosting/attendance - Keep record of small local events   | All committee  | Ongoing                        |
| 5. Code First Girls – option to run courses at University                 | VG send email to EE for follow up  | VG             |                                |
| 6. Date of next meeting   | Schedule next meeting  | MD/ML          |                                |
| 3. Committee remit  | Committee would benefit from UG student representation; chat to Michael Rovatsos re suitable rep   | ML             |                                |
| 8. Implementation planning, Action Plan review                            | Get Man Inf data   | EE replacement | Ongoing                        |
|   | Compare survey answers across the years; may have to adjust the survey   | VG             | Ongoing                        |
|   | Events and students in Action Plan; check that student stuff has been done   | ML             | Ongoing                        |
| 13. AOB   | Web presence for E&D and Athena SWAN; write content  | EE replacement | Ongoing                        |
|   | Women in Computing   | Bonnie Webber  | Ongoing                        |
|   | Informatics lunches (not women specific) on topics such as promotion for research staff, appraisal process; some listed in Athena SWAN Action Plan | All            | Ongoing                        |
| Supporting and advancing women's careers (outcomes of coaching workshops) | to find out, may also consider extending scheme to 14/15   | ML             | Ongoing                        |
| Final comments (panel felt that   | chat to Biology re   | ML             |                                |

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|--|---|-------------------|-------------------------|
| the application lacked specific detail on the institutes)                                | institutes, no demand made. Raise via Athena Swan network re: inconsistent data demands                           |                   |                         |
| Supporting and advancing women's careers (use survey to explore formal flexible working) | add appropriate question to annual surveys  | VG                | Ongoing                 |
| Post UCAS days feedback  | Review student feedback questions – consider adding more. EE send draft to VG                                     | EE                |                         |
| Review training for unconscious bias awareness   | Review, consider strategy at next IEDC  | EE replacement    |                         |
| Seek expert input on female-targeted recruitment strategy                                | UHRS contacted and useful input given.<br><br>Complete gender analysis of 3 <sup>rd</sup> tranche CF applications | EE replacement    |                         |
| Review HR web resources policy highlights  | Underway but significant task   | EE replacement    | Ongoing                 |
| Explore policy on extension of FTC to include maternity leave                            | Raise for discussion at College EQDC  | ML                |                         |
| Consider P&DR workshop for research staff  | Think on content, target, focus.  | VG initially      |                         |
| Provision of mentoring training for interested staff (to be mentors)                     | Have determined that we can have a mentoring training session specifically for Informatics staff.<br>Arrange      | EE replacement    |                         |
| Review provision of information on academic promotion mechanism                          |   | EE/HoS            |                         |
| Res staff representation on College RTC  | Query Bob Fisher  | VG                |                         |
| Did or can EQD/gender/unconscious bias training be included in PI?                       | Confirmed as possible to include in Professional Issues course – ML to discuss further with DoT                   | ML                |                         |