

**MINUTES OF THE MEETING OF THE EQUALITY, DIVERSITY AND INCLUSION COMMITTEE HELD ON WEDNESDAY 24 MARCH 2021 VIA MICROSOFT TEAMS.**

---

PRESENT:	Professor D Anand (Co-Chair)	C Lloyd (from 20.36.2)
	Professor A Hughes (Co-Chair)	P Mehta
	D Barratt	A Norris
	Professor P Catterall	S Razzaq
	E Evans	Dr R Schiano-Phan (from 20.36.2)
	Dr D Husbands	J Smith
	Professor M Kirkup (from 20.35)	A Soni
IN ATTENDANCE:	B Berakhy (Secretary)	T Suich
	L Khalid (from 20.35)	
APOLOGIES:	C Benyon	

---

**20.29. ANNOUNCEMENTS**

- 20.29.1. The Co-Chairs opened the meeting by welcoming everyone.
- 20.29.2. Members accepted apologies as noted above.
- 20.29.3. Members did not declare any interests.
- 20.29.4. There were no starred items to discuss. The Co-Chairs informed members the Committee will discuss the University's response to the murder of Sarah Everard under Any Other Business (see Minute 20.38).

**Co-Chairs report**

- 20.29.5. The Co-Chairs and Secretary briefed members on their activities since the last meeting. These included:
- Drafting a bid to the Quintin Hogg Trust (QHT) that aims to build a stronger relationship between the University and the Students' Union (UWSU). The Co-Chairs are providing additional information requested by the QHT and responding to initial feedback.
  - Engagement with the Equality, Diversity and Inclusion (EDI) Communications groups.
  - Meetings with the UWSU Sabbatical Officers and Unison representatives.
  - EDI Leads in schools had their first meeting this month with the next scheduled for April. The group will be working together to support each other to develop actionable EDI initiatives.
  - Distribution and promotion of the inclusive pronouns guide.
  - Work on the University's adoption of the International Holocaust Remembrance Alliance's definition of antisemitism.
- 20.29.5.1. **ACTION BLM/EDI Monitoring Group** to deliberate on the structure and format of an anti-prejudice campaign and propose a plan.
- 20.29.6. The Co-Chair informed members that the Diversity and Inclusion Research Community have an underspend and would like members of the Committee to suggest research projects that may be eligible for funding.

## APPROVED

- 20.29.6.1. **ACTION Members** to submit EDI research project ideas to Co-Chair Dibyesh Anand as soon as possible.

### 20.30. THE EMERGING EDI STRATEGY

- 20.30.1. The Co-Chairs introduced the draft Strategy, describing the reasoning behind its current structure and content and invited members to comment.
- 20.30.2. Members deliberated on the draft Strategy and requested that it should be clearer and specific on timelines, budget and resources, equity and equality, and use of KPIs and specific tools (e.g. charter marks) to benchmark and evaluate progress.
- 20.30.3. The Co-Chairs confirmed that whilst the Strategy will not include specific actions, it will, where necessary, clarify the University's commitment to equity and appropriate resourcing.
- 20.30.4. The Co-Chairs confirmed that detailed action plans will follow the Strategy and will specify workstream owners and deadlines.

- 20.30.4.1. **ACTION Co-Chairs, Secretary and the Director of Human Resources and Safety, Health and Wellbeing** (Director of HR) to inform members on the latest development around the University's position and plans related to charter marks.

- 20.30.4.2. **ACTION Networks Co-Chairs** to share the draft Strategy with their members, collate feedback and send it to the Co-Chairs, via the Secretary, before or on the 13 April 2021.

### 20.31. DIGNITY AT WORK AND STUDY POLICY UPDATE

- 20.31.1. The Director of HR outlined an extensive list of gaps identified through an ongoing audit by Eversheds and reported that next steps include meetings with the Academic Registrar, the Director of Student and Academic Services and HR colleagues.
- 20.31.2. Members queried the number of students' complaints categorised as criminal; students' and colleagues' involvement in the review process and plans were for resourcing the additional provisions that may be prescribed by the review.
- 20.31.3. The Director of HR clarified the review process and assured members that, following the review, there will be appropriate levels of consultation with all key stakeholders and, where there is a need for additional resourcing, a request will be made to the appropriate committee.

### 20.32. LEADERSHIP AND MANAGEMENT LEARNING PROGRAMME DEVELOPMENT UPDATE

- 20.32.1. The Director of HR briefed members on progress to recruit and appoint a Head of Learning and Development and ongoing work that the Directorate is carrying out to institute and operationalise a support model for colleagues experiencing hardship.
- 20.32.1.1. **ACTION Director of HR** to facilitate a meeting between the new Head of Learning and Development, the Committee Co-Chairs and the Networks Co-Chairs.

### 20.33. RECRUITMENT, RETENTION, AND PROGRESSION

- 20.33.1. The Pro Vice-Chancellor (PVC) for People and Culture presented an outline of in response to the range of issues that the Networks Co-Chairs raised in the last meeting and through the 'Fit for the Future' colleague learning and development programme.
- 20.33.1.1. **ACTION Members** to email the PVC (People and Culture) with any comments/questions on these issues.

## APPROVED

### 20.34. KEY ISSUES IN EDI: UWSU

- 20.34.1. Lubaba Khalid, UWSU Vice-President (Welfare) and Padamjeet Mehta, UWSU President, briefed members on UWSU's progress in implementing their Black Westminster Matters commitments and the main themes from focus group discussions with BAME students.
- 20.34.2. Members discussed a number of issues including changes in levels of reporting of students complaints as a result of the new 'Report and Support' tool; students' confidence in the classroom and especially in online classes; increases in cases of misogyny in social media, especially following the tragic murder of Sarah Everard; increases in cases of racism and unwanted behaviour against East Asian Students and whether there are specific measures that the University can take to tackle concerns specific to BAME students.
- 20.34.3. Members considered that short-term fixes will not address the issues raised and there is a need for a long-term solution or set of solutions if our current and future students are to avoid the same issues.
- 20.34.3.1. **ACTION Secretary** to invite the UWSU Vice-President (Welfare) to share the findings of the focus group discussions with HR colleagues.

- 20.34.4. Members requested that, where possible, the focus group findings are appropriately documented, including through videos, so they are of use to colleagues in the future.

### 20.35. ETHNICITY PAY GAP

- 20.35.1. The HR Advisor for Management Information and Systems, Tom Suich, gave an overview of the ethnicity pay gap in the University.
- 20.35.2. Members discussed the data and deliberated on possible interventions going forward, which included recruitment, training and development, opening opportunities for promotion to Part Time Visiting Lecturers.
- 20.35.3. Members expressed interest in receiving such reports regularly and encouraged HR to provide additional and more granular data on the known factors that may have contributed to the present pay gap.
- 20.35.3.1. **ACTION Director of HR** to source data to clarify the issue/s surrounding the ethnicity pay gap.

### 20.36. MINUTES OF PREVIOUS MEETING AND MATTERS ARISING

- 20.36.1. The minutes of the meeting held on 20 January 2021 were agreed as an accurate record.
- 20.36.2. Members reviewed a summary of the actions from previous meetings and noted those that were now complete.

### 20.37. DATES OF NEXT MEETINGS

All meetings take place between 14:00 and 17:00 via Microsoft Teams

19 May 2021      21 July 2021

### 20.38. ANY OTHER BUSINESS

- 20.38.1. The Co-Chairs queried progress with the drafting of the University's statement in response to the murder of Sarah Everard.
- 20.38.1.1. **ACTION WoW Co-Chairs** to coordinate the drafting of a statement and share with the Committee Co-Chairs.