

Minutes of the Equality, Diversity and Inclusion Committee meeting

30 November 2018 13.30-15.30, Fogg Seminar room 1.02

1. Attendance and Apologies for absence

Attendance:

Anna Pachol (AP)
Richard Pickersgill (RWP)
Angelika Stollewerk (AS)
Christoph Engl (CE)
Kristin Hadfield (KH)
Chris Duffy (CD)
Catherine Murray - notes (CM)
Sandra Brown (SB)
Janelle Jones (JJ)
Francis Healy (FH)
Jane Smith (JS)

Apologies:

Peter Heathcote (PHe)
Christian Nielson (CN)
Temi Owoka (TO)
Tom Stead (TS)
Marina Resmini (MR)
Joyce Jones (JJ)

2. Minutes of the previous meeting

The minutes of the previous meeting were approved.

3. Advance HE feedback meeting

RWP, AP, AS and CM met Advance HE on 22nd November 2018 to get more detailed feedback on the School's Athena Swan application. Key points:

- The School needs to more effectively articulate impact from its actions. Advance HE likes to see the links backed up with qualitative data (such as anecdotal evidence, focus groups etc.). It was suggested the School could use this to promote its policies etc.
- The School should be able to resubmit in November 2019
- The School needs to have a measurement of the baseline. Have a survey before and after implementing an action point to be able to show the difference
- The School needs to figure out a way to refer to the old action plan points with a limited word count. Advance HE are thinking about this issue and rules around this might change in the future, however this will not happen before November
- It was suggested that being able to demonstrate impact with regards to professional and support staff would be impressive, as it is newer and most schools/institutions don't focus on this
- We can ask for a word extension, to include information on Nanchang.

4. Athena Swan priorities

The Committee discussed the six priority areas that RWP proposed prior to the meeting (see separate document for details).

The 2018 staff data is expected by Christmas and student data will be available in February.

JS gave an update on her meeting with Lee McNally in HR to discuss recruitment data. HR are trying to combat some of the issues faced by creating some guidance and a crib sheet for School

HR Administrators (so that everyone is following the same process). HR are working with IT to look at the i-grasp system. There is limited scope to change anything, as it is an off the shelf product, but they will try to lock the system so the user can't progress to the next stage without inputting the information required.

HR will offer training to School HR administrators (hopefully before Christmas).

Action: JS to meet with CM and Sunita Devi-Paul to get a better understanding of the recruitment data issues faced by the School.

5. Reports from working group leads

Brief updates were received from the following:

- Culture (CE) – The group now has a rep from all areas (academic, professional services, technical and post grad). The group will form a prize committee, which will recognise contribution of all staff. Details are still being discussed.
- UG Student Recruitment and Career Support (KH) – KH received the Polar 5 data from Natasha Chappell on entry points. The data showed that men don't differ from women at entry as far as their polar 5 background, but she is still waiting on entry data from Ruth Wilkinson so can't compare marks yet. Chris Bray is going to try to better structure the academic advising for the foundation year and Natasha is going to organise some visits to boys' schools. There is currently one male psychology student ambassador.
- PhD Student Group – there is now a rep for the Committee, Christina Kousseff, who works with Christian Neilson in the Chemistry department. There has been quite a big intake of female PhD students this year, so numbers overall are quite good (close to 50/50), however when you drill down to programme level, picture not as good – Psychology – 17f, 5m; Chemistry 15f; 28m.
- Professional Services Group – the group was planning to send out a survey in early 2019, but the Committee agreed the Athena Swan culture survey could be adapted to include questions that are more relevant to professional services (and there is also the flexible working survey that CD is working on).

6. AOB

Kate Malleson, Senior Academic Lead for Equality, Diversity and Inclusion, would like to come and introduce herself for 5 minutes at the next meeting. She will also be hosting the EDI Forum, which is open to all staff and takes place next week (an email with details recently went out to all staff).

ACTION: Invite Kate Malleson to our next EDIC meeting (CM)

7. Next meeting – TBC

ACTION: Send out a doodle poll to schedule the next meeting (CM)