

Minutes of the Equality, Diversity and Inclusion Committee meeting

13 June 2019 10.00-12.00, Graduate Centre GC602

1. Attendance and Apologies for absence

Attendance:

Anna Pachol - Co-Chair (AP)
Richard Pickersgill – Co-Chair (RWP)
Kristin Hadfield (KH)
Chris Duffy (CD)
Francis Healy (FH)
Marina Resmini (MR)
Peter Heathcote (PHe)
Joanna Szular (JS)
Janelle Jones (JJ)
Angelika Stollewerk (AS)
Christina Kousseff (CA)

Apologies:

Fiona Marsh (FM)
Petra Ungerer (PU)
Christoph Engl (CE)
Christian Nielson (CN)
Chris Duffy (CD)

Catherine Murray - notes (CM)

2. Minutes of the previous meeting

The minutes of the previous meeting were approved.

Update on actions

Action	Update
Follow up with Sophie Harris with regards to the Flexible Working Pilot Scheme for Professional Services Staff	Ongoing. FM is happy to support a panel meeting with the line manager before a decision is made. RWP to speak to FOO.
Update the PhD advert template and circulate it to the EDIC to review	FH to update by end of July and circulate to Greg Chass and David Clayton (Directors of Graduate Studies) and EDIC for review and comment.
Circulate contact details for SWARM to all staff	CM to update and circulate email to all staff.

3. Child care support during conferences

- 3.1 The Committee discussed how the School could support people with care responsibilities to attend conferences.
- 3.2 It was agreed that in the first instance staff should thoroughly investigate other possibilities (e.g. whether their own grants cover the cost of dependents, contacting conference organisers to see what they offer etc.). 9accounts cannot be used for any of these costs.
- 3.3 The Committee agreed that the School should offer support where it can. Anyone who wants to apply will need to make a case and the School will have a group / panel review on a case by case basis. The School needs to agree a reasonable amount of money to ring fence (10k), which can be reviewed. The Scheme should also be extended to Post Docs.

ACTION: AP to prepare some simple guidelines based on CD's proposal and circulate to the EDIC for comment.

4. Revision of application sections

4.1 The Committee reviewed the work on the application so far. AP stressed the need to look at the action plan and see where the School can show impact.

ACTION: Ask for updates from each of the working groups in July. Have meetings in July with some of the Working Group Leads (AP)

4.2 RWP informed the Committee that the Faculty had made an EDI appointment (to replace Jane Smith). Daisy Crowfoot will start in August.

4.3 FH reported some data issues regarding PG students, which are being looked at. It was suggested that FH should get input from David Clayton and Greg Chass (Directors of Graduate Studies).

4.4 The Committee needs to appoint a new Working Group Lead for Professional Services. The School Manager will continue to help with writing the relevant sections.

ACTION: Ask Susanne Steck if she would be happy to take on the role (AP)

4.5 AP has added the members of each working group to the google doc.

4.6 PH agreed to look at the sections which mention Nanchang staff.

4.7 The Committee still needs Post Doc representation.

ACTION: send an expression of interest to post docs (AP to action)

4.8 The Committee discussed ways it can show impact from interview panels being diverse. It was suggested the School can use quotes from the new starter survey.

4.9 The Committee discussed how it can demonstrate that the changes made with regards to promotion had any impact. It was agreed that if the two women who went for promotion in the latest promotion round (from R to P) get promoted the School can ask them if the support offered impacted them. It was noted that the School should also look at what we can do to support women who want to go for promotion in terms of work load allocation.

4.10 It was noted that the School needs to comment on drop of grant success for women. It was suggested that the EDIC can make a recommendation to address this, for example, picking out people who are being unsuccessful and finding ways to support them.

5. AOB

5.1 The Committee congratulated Marina Resmini on her new role as Trustee of the Royal Society of Chemistry (RSC) and Chair of its Inclusion and Diversity Committee.

6. Next meeting – 9th August 2019