



## EQUALITY, DIVERSITY & INCLUSION COMMITTEE

### Open Minutes

Of the meeting held on Thursday, 05 October 2023 on MS Teams.

#### Present:

- Damien Page, Deputy Vice Chancellor
- Charlotte Stewart (Inclusion, Diversity and Disability Manager [Deputy Chair])
- Paul Morgan, Senior Pro Vice Chancellor, Student Experience
- Paulette Morris (PSE Representative)
- Jess Bradbury (Students' Union Vice President: Achievement & Belonging)
- Simon Lee-Price (UCU Representative)
- Emma Binnie (Dean of Students)
- Rachael Cornwall (Director of HR)
- Zahara Chowdhury (HRBP – Equality, Diversity and Inclusion)
- Sarah Jackson (Students' Union HR & Development Manager)
- Louise Harvey (Director, Vice-Chancellor, Communications and Civic Engagement)
- Margaret Rioga (Head of Practice Learning for Health and Social Care)
- Yetunde Dairo (Deputy Head of School - Health & Social Care Professions)
- Ciara Walsh, Committee Officer

#### Apologies:

- Sarah Allenby (Resolutions Support Officer (Maternity Cover))
- Carlo Lusuardi (Senior Lecturer)

#### Welcome/Apologies for Absence

23.112 The Chair welcomed Committee Members to the meeting and noted the following apologies:

- Sarah Allenby (Resolutions Support Officer)
- Carlo Lusuardi (Senior Lecturer)

#### Declaration of conflicts of interest

23.113 No conflicts of interest were declared.

#### Minutes of the previous meeting

23.114 It was noted that there was not a Council member recorded as present or absent in the minutes. The Committee Officer advised the Committee that they were looking for an appropriate person to fill the position.

- 23.115 The minutes of the previous meeting were approved as an accurate record subject to the following amendments:
- Jess Bradbury (Students' Union Vice President: Student Involvement) was corrected to Jess Bradbury (Students' Union Vice President: Achievement & Belonging)

#### Matters Arising/Status Actions

- 23.116 The Chair advised that there were some actions outstanding from the previous meeting.
- 23.117 White Ribbon Accreditation – The HR BP EDI advised that the matter was ongoing.
- 23.118 Aurora – The HR BP EDI advised that a new cohort was due to begin on 9 October and it included 2 Global Majority members of staff. Furthermore, they would review what impact the programme has on career progression. The action was closed.
- 23.119 Suicide Prevention Update – The Pro Vice Chancellor (Education) advised that the plan had been brought to UET and it would be brought to the next meeting. There would be discussions on how to socialise it within the University.

#### Academic Promotion Panel 2023

- 23.120 The Committee noted the contents of the report which provided an overview for the University of equality, diversity and inclusion data following the Academic Promotion Rounds this year. The Committee noted that this year there were 25 applications for academic promotion this year, 9 of which were successful. In 2022, there had been 27 applications and 10 of those had been successful. The Committee noted that there had not been any Senior Lecturers successful applications for Associate Professors. It was queried how those applicants were being supported to attain that higher position.
- 23.121 The Committee's attention was drawn to the ages of applicants where there had been a greater focus on 40-45+ age bracket. It was queried how the University retains, attracts and supports colleagues from that demographic in the workplace. It was advised that 14 out of 25 applicants were between 45-64 and none of them were successful. The 9 applicants that were successful were under the age of 44.
- 23.122 The HR BP EDI advised the Committee the University had appointed 4 externally recruited female Associate Professors in 2023. It was queried how to create a supportive internal process to elevate staff with protected characteristics.
- 23.123 The Committee considered whether it would be helpful to speak with separate schools about which of their staff were applying for promotions and how they ensured the demographic submitted was diverse. It was agreed that the application process was intensive and there would be a similar process for Professional Services Employees (PSE) which had been finalised this year.
- 23.124 There had not been an academic promotion panel since 2021 and the figures had not changed and needed to be improved. There would also be a review of the academic promotion framework which had been in place since 2018 due to differences in teaching and working since COVID-19. They were looking for feedback from successful and unsuccessful candidates. The concerns that the application form was not intuitive to complete. The HR BP EDI would bring a report to the next available meeting.

**ACTION: HR BP EDI**

- 23.125 There was a view about the process for promotion and what evidence colleagues are required to provide, what evidence it needs to be and how it needs to look. It was acknowledged that promotion rounds have an impact on retention and staff wellbeing. The Chair advised that they had spoken to unsuccessful candidates and feedback from those conversations had already inspired change within the process.
- 23.126 It was considered how to support unsuccessful colleagues and how to support them to apply again and what happens next for them. Another element to consider was around the PDR process and how the leaders in the University supported people.

### Global Majority Leadership/Sponsorship

- 23.127 The HR BP EDI advised that it was important for programmes such as Aurora to be an effective programme. Furthermore, all Advance Higher Education programmes must lead to a tangible result and a stakeholder was receiving a programme that was effective. From January there would be Reverse Mentoring and in line with next Promotion Panel round. There would be advocacy and sponsorship where members of staff would have a personal relationship.
- 23.128 It was queried whether all staff should have a coach or mentor within the University to support them and they should not be within their school or directorate to remove bias. The Committee was advised that this role could be a person in other institutions and the colleague would have that time and support factored into their working hours. It was envisioned that this level of personal mentoring would have greater impact than a programme.
- 23.129 There was a view that sponsorship could be utilized and linked to appraisals for senior management. It could encourage colleagues to be an advocate for others. There was an assumption that advocating for others was a part of senior management responsibilities and something to be considered as part of the process. The HR BP EDI advised that a paper would be brought to its next meeting.

ACTION: HR BP EDI

### Race Equality Charter Update

- 23.130 The Race Equality Network (REN) were on track to submit by 14 November. There had been liaison with original members of REN team. The Director of HR had reviewed the paper and the Chair was an executive sponsor.
- 23.131 The Chair thanked the HR BP EDI for their work.

### Equality Strategy Update

- 23.132 The Committee noted the contents of the paper which detailed how the Equality Strategy would be operationalised. The HR BP EDI advised the Committee they had indicated the key priorities and strategies and detailed what the University were doing and had done to operationalise the strategy. The list would evolve as time progressed. They would be working working as closely as possible with schools to make inclusion a central part of the work.
- 23.133 The HR BP EDI was grateful to Props to SU as spoken to the Students' Union HR & Development Manager about the positive action recruitment strategy which had had very positive results. The Committee were advised the Students' Union incorporated equality impact discussions into every meeting. It was hoped that by making changes it would make

equality impact a part of our narrative and how the University works rather than a separate document.

### De-Colonisation & E-Learning Module

**23.134** The UCU Representative advised the Committee that the idea for the e-learning module had originated from the Decolonisation Reading Group. It had agreed that staff needed to be more aware happening across the sector and there was not a full comprehension of what decolonisation meant. The Group had agreed that it wanted to educate all staff. The UCU Representative partnered with Marshall to develop the module noting that it was specifically tailored to the University. The module would be accessible to all staff and make them more aware of decolonization.

**23.135** The module was released over the summer. In August colleagues collaborated to deliver sessions via Blackboard to staff and over 60 colleagues attended each session. The module took approximately 45 minutes to complete and it was showcased at the staff summit. Only 19 members of staff had completed the module, 5 of whom were Professional Service Employees (PSE) and 14 were Academic staff. There had been qualitative feedback for more resources and time to engage in decolonisation within the curriculum.

**23.136** There was a view that the module should be a part of the induction as part wider audience and link to C23 mark around inclusivity. When colleagues were developing content, module or programmes it would be useful to think about these issues.

**23.137** The Director of Vice-Chancellor, Communications and Civic Engagement expressed a view that the University needed to ensure staff and students know about module. It was important that this topic was being discussed and listened to.

**23.138** The HR BP EDI advised they were exploring ways for the module to be available to students as part of optional modules at the University. Furthermore, Marshall had confirmed that if there was demand to share the module with local schools and charities it could be.

### Race Equality Network

**23.139** The Committee were advised that the Race Equality Network was originally a BAME staff network and each it has year has accumulated more responsibilities alongside their usual workload.

**23.140** The network had been involved in research bids and had collaborated with the School of Art, Performance and Design. They had planned events for Black History Month. They were exploring 2 new workstreams: race related incidents and how to better communicate and ways to measure impact.

**23.141** The Network would focus on research looking at Sickle Cell, barriers and challenges being experienced in blood and stem cell donation. They would partner with community charities and collaborate with colleagues across the University.

### Inclusive Research Update

**23.142** The Chair advised the Committee that an advert for five professors across different disciplines would be issues shortly. The specific posts were:

- Inclusive AI
- Decolonising Arts Practices
- Business and Society

- Social Policy and EDI
- Health Inequalities

23.143 It was noted that there were not many post of this nature and that they would be looking to recruit by the end of November. The Chair will hold inclusive research strategy workshops. It was noted that following the workshops there would be another round of consultation. Furthermore, it was important to go into the local community and collaborate on research with them.

Date of next meeting

23.71 The date of the next meeting was 11<sup>th</sup> December 2023.