

Minutes

Members: Prof. Tomasz Koslowski, Pro Vice-Chancellor (Equity and Inclusion) (Chair).  
Guests: Dr. Simona Aimar, Georgina Cade, Professor Anna Cox;

representative for the Eugenics Legacy Education Project. The Chair welcomed the new members to EDIC.

- 10.2. In relation to Minute 3.6, the EDI Director confirmed that they had been in touch with the SU. The intention was that the Respect and Inclusion Module would be used as part of new student inductions; it could be flagged in this module that students could participate in the SU's Active Bystander Programme.

## **Part II: Matters for Discussion**

### **11. Pro-Provost (Equity and Inclusion) update**

- 11.1. Professor Alison Koslowski, Pro-Provost (Equity and Inclusion), delivered an oral report updating on Equity and Inclusion matters.
  - a. Key developments included the launch of the LGBTQ+ action plan and the reconvening of the Disability Equality Implementation Group (DEIG).
  - b. The first Bicentenary Steering Board meeting had taken place, at which it had been made clear that EDI would be one of its key considerations.
  - b. There would be opportunities for EDIC members to get involved in a project which was underway with the aim of makoo .



Space Conversations' (SSC), framed within an equity and justice agenda, including provision of a budget to progress this work.

- 15.2. A number of points were raised in discussion, including:
- a. The Chief People Officer noted that there was a need for guidance for staff and students about how to have conversations on sensitive and controversial issues and was pleased to see this was a proposed outcome of the SSC work.
  - b. It was proposed that the SSC Steering Group report into EMAG, as opposed to having direct oversight from EDIC. The Envoy for Gender Equality agreed to update the ToR accordingly.  
**(Action: Sara Mole)**
- 15.3. EDIC noted the terms of reference, endorsed the proposed activities and noted that the work was subject to necessary funding.

### **Part III: Other Business for Information**

#### **16. Any Other Business**

- 16.1. A question was raised regarding the role of Vice-Deans (EDI) in dealing with reports of bullying and harassment. The Pro-Provost (Equity and Inclusion) would arrange to meet with the Vice-Deans group, to discuss this amongst other matters, and to share guidance on signposting to ensure Vice-Deans felt equipped to point people in the right direction to get the support they needed.  
**(Action: Alison Koslowski)**
- 16.2. It was suggested that there should be more collaboration between faculty Research Culture Working Groups and EDIC, as there seemed to be some overlap in their activities.
- 16.3. In response to a question regarding the status of the group which had been looking into the BAME awarding gap, it was reported that this project had finished but that there were plans for a broader piece of work on the awarding gap to include other factors such as disability and to include PGT students. A query was raised as to how this work would be funded. It was suggested that Paulette Williams, Head of Student Success, would be the best person to contact for further information regarding this project.

#### **17. Dates of next meetings**

- 17.1. 21 February 2024 at 10am.

Freya Markwell  
Acting EDIC Secretary, December 2023