

EQUALITY, DIVERSITY, AND INCLUSION COMMITTEE



Minutes of the meeting held on 17 October 2022.

Present: Pro Vice Chancellor (HUM) (Professor Sarah Barrow) (in the Chair), Pro Vice Chancellor (FMH) (Professor Charles Ffrench-Constant), Pro Vice Chancellor (SCI) (Professor Mark Searcey), Pro Vice Chancellor (SSF) Representative (Amanda Dorr), Chief Resource Officer (Ian Callaghan), Head of Equality, Diversity, and Inclusion (Matthew Gooch), Head of Student Services (Wellbeing) (Claire Pratt), Head of Student Services (Jane Amos), Associate Pro-Vice-Chancellor Student Inclusion (Professor Helena Gillespie), Director of Graduate Success (Becky Price), Director of Estates and Facilities (Stephen Wells), Director of Digital and Data (Sean Green), Head of Content (Holly Mudie), Staff Pride Chair (Sharon Weekley), Access All Areas Representative (Lydia Blake), Black, Asian and Minority Ethnic Staff Network Chair (Samantha Rajasingham), Chair of ResNet (Dr Gill Malin), Representative from INTO (Simon Duckworth), Welfare, Community and Diversity Officer of the Union of UEA Students (Aaron Campbell),

With: Project Coordinator (EDI) (Janice Ogonji), Accessibility and Inclusivity Officer (Verity Burton)

Apologies: Director of People and Culture (Helen Wiseman), Associate Director of Content and Communications (Caroline Mayers), Trade Union Representative (Dr Katherine Deane)

1. MINUTES AND ACTIONS

Confirmed

the Minutes of the meeting held on 13 June 2022.

2. STATEMENTS BY THE CHAIR

Congratulations were given to HSC on their Athena Swan Silver Award.

We have received the new Athena Swan Charter Guidance, taking effect from January 2023 for all applications submitted after that date. We do not anticipate there being any issues with our current approach. The committee will be kept updated.

As part of the Black History Month, The Lasdun has highlighted staff and students work on race related activities, whilst also focussing on our

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community engagement links with Norwich Theatre and the Hostry Festival.

3. STRATEGIC REVIEW PROGRAMME

Received

a verbal update report provided by Matthew Gooch, Head of Equality, Diversity, and Inclusion on behalf of Christine Bovis-Crossen

4. MULTI-FACTOR AUTHENTICATION (MFA) PROJECT

Received

a verbal update report from Sean Green from an EDI perspective and the Equality Impact Assessment (A copy is filed in the Minute Book, ref. **EDI22D001**)

Approved

the Equality Impact Assessment and the recommendation to the review due to take place on 8 November 2022.

5. CAMPUS DEVELOPMENT PROGRAMME

Received

a verbal update report from Ian Callaghan, which included confirmation that the Norwich City Council Planning Committee had approved the application for Building 3, and that access in the broadest sense continued to be at the heart of the designs.

6. TERMS OF REFERENCE

Received

the Terms of Reference for the committee (A copy is filed in the Minute Book, ref. **EDI22D002**)

Approved

the Terms of Reference for academic year 2022/23 with the recommendation for the Executive Team to formally approve at their next meeting.

7. ACCESSIBILITY AND INCLUSIVITY PROJECT

Received

a verbal update report from Holly Mudie on behalf of Verity Burton which included that work was ongoing on delivery of a series of photography briefs that would seek to emphasise the diversity of the UEA community.

8. STAFF NETWORKS AND STUDENT UNION

Received

verbal update reports as follows:

Staff Pride: Currently reviewing its Terms of Reference. Dr Paulo Pepe is the new co-chair. The network participated in the Sense of Belonging video and have been asked to provide case studies for future campaigns.

BAME Staff Network: Supporting members with Black History Month event promotions and content to ensure that it is reflective of the lived experience. The network had a meeting with the VC in August to discuss race issues.

ResNet: Hoping to do something similar to the EDI online event on menopause and get people talking to each other. Concerns that a lot of staff training has gone online thus missing the opportunity for face-to-face interactions and sharing.

Access All Areas: Letter of thanks to University departments regarding the work put into making Graduation accessible.

Student Union: Black History Month events are underway with a combination of SU and Student-led events. Planning for Disability History Month is ongoing. Produced a video as part of the Sense of Belonging campaign and wellbeing project.

9. CAMPUS EQUALITY BUDGET

Received

a copy of the report outlining the changes in the governance presented by Matthew Gooch and Stephen Wells **EDI22D003**.

Approved

the report and its recommendations.

10. EDI CORE PRINCIPLES

Received

a revised copy of the EDI Core Principles presented by Matthew Gooch (A copy is filed in the Minute Book, ref. **EDI22D004**)

Approved

the revised version with a recommendation for the Executive Team to formally approve at their next meeting, and for circulation via managers and Lasdun thereafter.

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11. TRAVEL POLICY

Received

a copy of the Travel Policy presented by Matthew Gooch (A copy is filed in the Minute Book, ref. **EDI22D005**)

Approved

for members to provide their comments directly to Sian Townshend by 28th October 2022.

12. DOMESTIC ABUSE POLICY

Reported

Committee members are asked to note the contents of the new policy and provide their support for its implementation. The policy has already been approved by the Student Experience Committee (SEC) and will seek final approval at Senate in November **EDI22D006**.

13. DATE OF NEXT MEETING

To confirm

the date of the next meeting has been confirmed as:

Monday 13 March 2023 – 2.00pm (Virtual via Teams).