



Equality and Diversity Strategy Committee

Minutes of EDSC meeting held on 3 December 2018

Melville Room, Level 4, Gilbert Scott Building

Present: Principal Anton Muscatelli (Convener), Prof Anne Anderson, Mrs Christine Barr, Mrs Bonnie Dean, Prof Neal Juster, Miss Lauren McDougall, Mrs Margaret-Ann McParland, Prof Jill Morrison, Ms Fatemeh Nokhbatolfoghahai, Dr Helen Stoddart, Ms Mhairi Taylor

Apologies: Prof James Conroy, Prof Frank Coton, Dr David Duncan, Prof Roibeard O Maolalaih, Mr Robert Partridge, Miss Rachel Sandison, Ms Lesley Sutherland

Attending: Mrs Janell Kelly (clerk), Dr Sylvia Morgan

1 Welcome and Apologies

The Principal welcomed members and noted the number of apologies received. The Convener welcomed Bonnie Dean and Jill Morrison, attending in their new roles as Race Equality Champion and Refugee Champion respectively.

He also welcomed, Lauren McDougall and Fatemeh Nokhbatolfoghahai, attending the meeting in their capacity as SRC President and Vice President Student Support.

The Convener then welcomed Sylvia Morgan, who was observing this meeting prior to taking over as the nominated Joint Union Liaison Committee (JULC) representative.

2 Minutes of the Previous Meeting – EDSC/20180607/Minutes1.1

The minutes were approved as an accurate record.

3 Matters arising from meeting held on 7 June 2018 – Paper 1

The Convener noted most actions from the previous meeting were marked as complete. Updates on a number of items were provided as follows:

Action Point 2 – Safeguarding Policy

M Taylor confirmed the new Safeguarding Policy will be available on Senate Office's webpages and mirrored on Human Resources, by the end of the year.

CLERK'S NOTE: Policy now available at:

<https://www.gla.ac.uk/myglasgow/senateoffice/policies/studentssupport/safeguardingpolicy/>

Action Point 5 – Preparations for when examinations coincide with Ramadan and Eid al Fitr

The Convener requested a full report on the proposals be provided to EDSC members prior to the next meeting.

ACTION: N Juster/EDU/R Partridge

4 Review of EDSC Terms of Reference – Paper 2

M Taylor presented the current Terms of Reference and Membership for EDSC. She noted the Reporting Line for student welfare matters would be updated to reflect the new Student Experience Committee, which has replaced the Student Support and Development Committee

ACTION: EDU

The Convener reflected that both J Conroy and A Anderson are due to retire over the next session. Before considering appointing new Champions, he asked members to consider whether the current structure of Equality Champions still delivers the best way of addressing equality related matters at the University.

M Taylor noted the current Equality Champion structure had received praise as part of a recent review of the Public Sector Equality Duties. Additionally, a number of other HEIs have recently expressed interest in our equality roles and reporting structures. She noted however, the current structure has been in place since 2007. Since then the University had made many significant advancements/improvements across many of areas. She reflected with the institution and equality and diversity matters ever changing, the current structure *may* not now be as effective as previously and was very open to looking at alternatives.

N Juster noted, while he no longer convenes a Group, he has an 'open invitation' to all student faith/belief based societies. A Anderson reported the Gender Equality Steering Group worked well, with the Group overseeing many different gender related issues.

Members emphasised the need for more effective internal and external communications in highlighting the work of EDU, the Equality Groups and other equality related initiatives across the University to students, staff and outside agencies. M Taylor noted the Mainstreaming Report, part of the reporting requirements for the Public Sector Equality Duty, provides the opportunity to highlight the breadth of work across the University but recognised the need for better internal communications.

M Taylor agreed to reflect on the current remit and structure and to discuss with colleagues in Communications and Public Affairs Office on how best to capitalise on the good work being done. The Convener, C Barr and M Taylor will also discuss new Champions.

ACTION: Convener/HRD/EDU

5 Gender Based Violence (GBV) Update – Paper 3

M Taylor presented Paper 3, which detailed the latest work of the GBV Strategy Workstream 3 Group.

Members discussed the extensive range of training provided by the University, SRC and Rape Crisis and commended the SRC on the 'Let's Talk about Sexual Violence' Peer training. A Anderson noted the University had received good feedback from external partners, with Police Scotland volunteering to assist further.

Members noted the need to ensure all Colleges and Services, including those in outlying campuses, have sufficient staff/students trained. M Taylor confirmed further First Responder and Front Line courses are already planned, with an emphasis on staff from Colleges.

A Anderson emphasised the need to better publicise the progress made and for staff and students to have easy visibility of all those who have been trained and how to contact them, if required. She noted Communications and Public Affairs Office were represented on the GBV group and expected them to lead on the communication. M Taylor agreed and noted Student Services, who

were also represented on the GBV group, 'owned' of the current webpage information. EDU and HR would also link to the appropriate content.

ACTION: EDU/HR

M Taylor highlighted the launch of the Personal Relationship Policy at the beginning of the academic year, noting an initial review of the policy and guidance will be undertaken over the summer of 2019.

C Barr acknowledged the initial distribution issues with the GBV Information Cards and confirmed HR would follow up with all the Heads of School/Directors of Institutes and Directors of Services to ensure staff receive them.

ACTION: HR/EDU

The Convener welcomed the breadth of work being undertaken across the University.

6 Public Sector Equality Duty – April 2019 reporting requirements – Paper 4

M Taylor reminded members of the requirement to report specific information for the Public Sector Equality Duty every two years, with the next report due to be published by the end of April 2019.

She highlighted the need to gather good practice examples of embedding and mainstreaming equality from all across the University, from both academic and service related areas. She requested members confer with colleagues in their own areas and provide EDU with details of examples/initiatives for inclusion in the report.

ACTION: ALL

M Taylor outlined her intention to work with Communications in order to promote the Report and highlight individual areas of the report and mainstreaming examples.

ACTION: EDU

She confirmed EDSC would have sight of the draft PSED Report at the next meeting.

7 Staff Items – Paper 7

7.1 – Staff Survey 2018 Results

Members received a presentation on the initial high-level results from the recent Staff Survey, considered by protected characteristics and by 'Childcare' and 'Carer' categories.

M Taylor highlighted Question 30, on the whether differences are respected at the University, was one of the 3 highest scoring questions. She noted further, more detailed, analysis of the data, including the bullying & discrimination related questions and the anonymised 'free text' comments, would inform future work.

Members noted the marked increased number of respondents who declared a disability (up from 2.7% in 2016 to 12.2%) and debated the possibility that the inclusion of the specific reference to 'long term health conditions' in the wording may have given rise to the increase.

Members discussed a number of different markers/results and asked for EDSC and the individual Equality Groups and Champions to receive relevant reports, once the additional analysis is complete.

ACTION: EDU

7.2 – Athena SWAN University Submission, Pipeline and REF – Paper 5

Members reviewed Paper 5, which detailed the rationale for submitting an Institutional Athena SWAN Silver award application in November 2019; 6 months in advance of the current Bronze award's renewal date.

M Taylor highlighted the early submission aligned well with the timeline for REF2021 submissions.

Members reviewed the current 'departmental' submission pipeline, noting the large number of submissions expected in April 2019 and November 2019. Members noted the challenges, which both the individual areas and EDU, would experience if the institutional Silver submission and REF2021 coincided and welcomed the proposed early submission.

8 Student Items

L McDougall and F Nokhbatolfoghahai confirmed there were no further student items for discussion.

9 Equality Champions Updates

9.1 Religion and Belief Equality

N Juster noted, other than the discussions on Ramadan and Eid, the only issue which has required attention related to an external speaker at a student organised event.

9.2 Gender Equality Steering Group

A Anderson reported most of the issues discussed at the group had already been discussed earlier in the meeting but highlighted today's launch of the annual Academic Promotions round and the related revamped guidance resources.

9.3 – Race Equality Group

B Dean advised she chaired her first Group meeting in November, at which members received presentations from Dr Geetha Marcus and Dr Stephen Mullen. She welcomed the University's decision in naming of the Learning and Teaching Hub for James McCune Smith. She reported EDU had coordinated a very successful and varied programme of events for October's Black History Month, which included the McCune Smith Lecture delivered by Professor Charmaine A. Nelson, from McGill University, and the screening and panel discussion for Marvel's 'Black Panther' film.

Members noted D Duncan will present on the proposals for reparative justice actions to be undertaken by the University, following the publication of the Slavery, Abolition and the University of Glasgow Report, at the next meetings of the Race Equality Group and EDSC.

9.4 – Refugee Update

J Morrison confirmed she has already spoken with CARA (Council for Assisting Refugee Academics) to investigate what additional collaborative work the University can become involved in and has also discussed with D Duncan what more can be done for student refugees.

9.5 Disability Equality Group – Paper 6

Members received Paper 6, provided by F Coton.

9.6 – Gender and Sexual Diversity / Mental Health Group Reports

M Taylor provided short verbal updates on the main issues discussed by the Groups chaired by those Champions unable to attend this meeting. She highlighted the following individual items:

Gender and Sexual Diversity Group (GSDG)

- Glasgow Pride March – this was very well attended by staff and students from the respective networks. R O Maolalaigh, as Champion, also took part in the March. The University also flew the Rainbow flag on the day, which could be seen from the March route.

- The University branded rainbow badges have provided very popular, with sales via the University Gift Shop going very well.
- The Learning and Teaching Development Fund entitled 'Embedding LGBT equality into the curriculum and classroom' was successful. The project has begun to develop a clear set of guidelines to enable staff to embed equality and diversity principles within their curriculum and teaching practices. Initially focussing on the educational experiences of Lesbian, Gay, Bisexual, and Transgender (LGBT) students, the principles will be transferable to all protected characteristics.
- The LGBT+ Network (for staff and postgraduate students) continues to grow in size and has a number of events planned for the coming year, including a showcase on LGBT+ research at the University.
- Stonewall Scotland delivered the first of two LGBT Allies sessions for staff in early November. The second will be held on 25 February is open to all to attend.

Mental Health Group

- The group last met in September where they reviewed the Internal Audit 2017/18 for Student Support Services: Mental Health produced by PWC in August 2018. Recommendations from the Audit have been added to the University's Mental Health Action Plan.
- A number of events and initiatives took place around World Mental Health Day, 10 October.
- The University now has 175 trained Mental Health First Aiders, contact details are available via the dedicated resources on [Health Safety and Wellbeing's webpages](#).
- Work is ongoing to secure a supplier for 'Out of Hours' support for students.

10 Items for Information

10.1 – Equality and Diversity Essentials Training Statistics Update – Paper 7

The Convener noted Paper 7 was originally only for information; however he noted the target 90% completion rate for all staff had still not been met.

With the exception of figures from November 2017, members noted the rates and numbers of completions had slowly risen and recognised the recent efforts made by the Colleges of Social Sciences and Science and Engineering in encouraging completions.

The Convener offered his assistance in emphasising the need to complete this mandatory course. M Taylor agreed to look how best to make full use of the Conveners support in this matter.

ACTION: EDU

10.2 – University of Glasgow's British Sign Language (BSL) Action Plan

M Taylor noted the BSL Action Plan, as mentioned in the DEG Report (Paper 6) had been finalised and was now publically available, complete with full BSL translation videos, on the [dedicated EDU webpage](#).

10.3 – UCU Research Report – Investigating HEIS and their views of the Race Equality Charter

M Taylor noted the Race Equality Group reviewed this Report at their recent meeting. She expressed the view that the ongoing review of the Athena SWAN Charter would also influence any future changes to the Race Equality Charter.

11 Any Other Business

11.1 – Vote of Thanks

Members noted this would be the last EDSC meeting for Margaret-Ann McParland, who had been a member of the group since its start in 2005. The Convener and members expressed their sincere thanks for her commitment and service to the group.

As there was no further business the Convener closed the meeting.

12 Date of Next Meeting

12 March 2019 at 14:00 – 16:00, Melville Room