

**MINUTES OF A MEETING OF THE EQUALITY, DIVERSITY AND  
INCLUSION STAFF FORUM HELD ON TUESDAY 2 NOVEMBER 2021  
AT 1400 VIA TEAMS**

**M22/21        Minutes of Meeting**

The minutes of the meeting held on 12 May 2021 were accepted as a correct record.

**M23/21        Matters Arising from the meeting held on 12 May 2021**

*23.1    Staff Engagement*

Pop Up Events part of Faculty/Department Away Days

Pleased to report there had been real positive feedback from where pop up events had taken place. Reported on the event in FAST where there has been great engagement and useful information shared. Members attended a FHES away day and again feedback had been positive. Some staff have expressed interest in becoming champions in some elements of EDI work.

Reported on the LLS away day where information had been shared and colleagues from the networks were introduced and talked about how the work and how staff can be involved. Generally, staff found it positive, with illuminating discussions. Asked that thanks be passed back to staff for their contribution.

Summary of Group's Achievements

Confirmed this had been actioned and it was recognised that and more communications would be required on a regular basis.

All Workstreams to be updated

Completed and updates would be given later in the meeting.

*23.2    Sharing of Information*

Completed

*23.3    EDI Data including menopause information*

Agreed to follow up on the data to include menopause. Commented on the success of the Menopause Conference which had been held on 18 October.

**M24/21        Equality, Diversity and Inclusion Framework – Draft Audit Report**

A draft Audit report had been circulated. The final report had been received today and hadn't changed. It was agreed to forward to members after the meeting.

The Audit has resulted in a green report with some minor actions to follow up. Asked if there were any comments or questions. Members asked if they could share the report to the wider university staff. It was agreed the final report could be shared.

Members thought it was a good report with minor recommendations to take forward.

### **M25/21 Ethnicity Degree Awarding Gaps – Two Years On**

Referred to a UUK survey investigating the success of institutions in terms of closing the attainment gap. It was also noted senior managers were progressing this work and UON would be taking part in the survey.

### **M26/21 Union Black in Partnership with Santander**

Encouraged members of the Forum to sign up to the Union Black programme. It was noted that some members had started the programme and feedback so far was positive. Concerns were expressed over the initial logging on to the system and it was asked for this to be fed back to the supplier.

Noted discussions held relating how to build on the experience and think about what we do with the information and knowledge. Noted there was thinking about setting up Action Learning Sets and other colleagues may like to do something similar. Agreed that the information needed to be built on and stated via the chat pane - it would be great to understand the value added to the institution once the course has been taken up by a large enough number of colleagues.

Members said via the chat panel - I think you have to complete the course in this first round by December so perhaps this is a natural point to bring staff together who have completed the course and look at how we move forward.

### **M27/21 Staff Equality Rolling Action Plan 2020-2025**

#### *Workstreams Update*

#### *15.1 Governance and Accountability*

Uncertainty expressed about what needs to be done and if the content of the action plan was set in stone. Clarified that UMT had approved the EDI Plan and the rolling action plan is a working document which shows how we will realise the plan. Agreed to meet with the group and agree actions going forward.

#### *15.2 Workforce Development*

Reported that workstream had been working hard with staff and trying to bring together the depth of what is taking place in terms of SD and to create a one stop shop for all SD activity.

#### *15.3 Workforce Diversity and Inclusions*

Reported there had been a lot going on in relation to diversity stats. The annual workforce report is almost complete and due to be analysed shortly with questions highlighted from the recruitment data. See below

#### *15.4 Staff Engagement*

Reminded the Forum of staff engagement highlighted through the pop-up events and the recent UNify coverage relating to the work of this Forum.

## **M28/21 Gender Pay Gap Working Group**

Confirmed that the data has now been received and the figures were very similar to last year. Now that the figures have been received the Working Group will be re-establish and recommend actions for the coming year. It was also agreed to look at ethnicity and disability gaps. Highlighted that guidelines for areas where not all staff give their consent to informing employers of these characteristics. If any member would like to assist with this work to contact members directly.

Confirmed that data for equal pay and gender pay gap had been completed in April 2020 but due to the cyber attack the work for this year had been delayed.

Members extended his thanks for the data and asked about any data differences between gender and sex. Confirmed there was no difference. In term of the analysis noted it would be broken down by the characteristic in terms of categories of ethnicity.

Raised a concern in relation to the impact of pay of senior staff especially when the top level is very white. Explained the data both at the top and bottom of the institution was extremely white orientated, and this would be looked at during the analysis process.

## **M29/16 Staff Networks**

Update on Staff Networks

### *29.1 LGBT+*

Noted the plans for the next year have now been finalised and will be circulated. A book and film club with a focus on social activities was in hand. A meeting with STORM had been arranged to arrange history events in conjunction with the Studnets' Union along with PRIDE event.

### *29.2 Disability*

Noted meeting with networks leads and received some good ideas. Currently looking at arranging some disability events and to expand the newsletter which is well received. Also attending/supporting leadership activities and identifying what could be improved.

### *29.3 GEM*

Reported on a number of recent activities, including the second Black in the Ivory event with approx. 80 online attendees and 50 attending in person. The event was followed by an award event celebrating race equality and what had been achieved both institutionally and locally. Good support and excellent feedback from a wide range of people had been received.

The Group was also contributing to EDI discussions at away days. Thanks, were received via the chat pane about the Black in the Ivory conference.

### *29.4 Women's*

Reported that the network was now moving into its 2<sup>nd</sup> year and thinking about how to

move forward. CPD, coaching and mentoring were being investigated and staff development are running a subgroup on these issues and how to encourage allies within networks. For the coming year look at how the group can be more supportive going forward.

Noted the menopause network is a subgroup of the Women's group and highlighted a recent event on 18 October with over 100 attendees from across the University and the County. UON will become a menopause friendly employer.

Thanked all the leads for their support and also for their involvement in meeting with the head-hunters over the forthcoming VC recruitment. The leads said they were pleased with being involved with the recruitment discussion.

Also thanked the Network Leads for their positive engagement at the recent Leads meeting and confirmed the support of members of UMT at future meetings

## **M30/21 EDI Data**

### *30.1 Recruitment Diversity Data*

Work had been undertaken by members who had produced a clear report with recommendations. Knowing the wealth of data involved they had looked at the 3 different stages of the recruitment process and made some assumptions on key findings relating to age, disability, ethnicity for both academic and support staff. Also look at benchmarking in relation to black people being recruited and if this is similar across other institutions.

Another area is what support is available for staff, the role of interviewers and what training do they get, how well prepared they are and the use of EIA across the whole process.

Reported on a good conversation about this work and confirmed that some recommendations would be incorporating into the rolling action plan and investigations would be carried out into other questions highlighted from the report.

Confirmed the report would be used as a working document to ensure the issues raised are addressed. Members to review the document with the team and bring back an edited version to the next meeting with answers to questions and actions for the rolling plan

Asked about recognition for this type of work which is adding to workloads and asked for this to be considered. Confirmed that small budgets had been secured for the networks but that remuneration for committee work across the institution was not normal practice. A conversation followed re time allocated for this work and leaders reported on different approaches. Suggested this should be discussed at the next Leaders meeting.

In relation to the stakeholders meeting with head-hunters members asked for consideration to be given to an EDI champion especially where there is an absence of ethnicity. Members asked to report back to the head hunters/Search Committee.

**M31/21 Update from Student Equality Diversity and Inclusion Forum-  
minutes of meetings**

The minutes of the Student Equality, Diversity and Inclusion Forum dated 23 June 2021 had been circulated to the Forum for information. Noted the attendance of the Network Leads at the Student Forum and expressed concern re the time spent in meetings.

**M32/21 Any Other Business**

Asked if it was possible to have more than one person as a rep. Confirmed that sharing the role was good practice.

Informed the members of a recent publication and the call for Research Centres and to have the work of this group represented.

Reported that the Northamptonshire Black Communities Together (NBCT) attending a recent meeting with the senior management – copy of the presentation to be shared with the Group. Anyone interested in following up and being involved should contact OVC administrators who will set up a further meeting with the NBCT representatives. We have staff and students of colour living locally who benefit from the NBCT (super supportive), and as a university we want to support local communities (social impact), and collective action will support the bid for city status (future focussed) so there's a strong case to work with them.

**M33/21 Future Meeting Dates**

28 February 2022 at 9.30am

23 June 2022 at 2pm

All meetings to be virtual via teams.