

**MINUTES OF A MEETING OF THE EQUALITY, DIVERSITY AND INCLUSION STAFF
FORUM HELD ON THURSDAY 25 FEBRUARY 2021 AT 2PM VIA TEAMS**

M01/21 Minutes of Meeting

The minutes of the meeting held on 14 October 2020 were accepted as a correct record.

M02/21 Matters Arising from the meeting held on 14 October 2020

02.1 Northamptonshire Rights and Equality Council and the 9 Point Plan

Complete - UON is able to support the following aspects of the NREC Nine-Points Plan.

1. Encourage staff with white privileged to reflect on their attitude and belief
2. As a local employer conduct race equality audits and to use lawful positive action
3. Commitment to auditing and re-examining the curriculum

02.2 UON commitment to Racial Equality and Links to the Northamptonshire Rights and Equality Council

Completed

02.3 Communications and Sharing Stories

Completed and included in rolling action plan

02.4 Actions Identified to Support and Relate to Disability

Completed and Pledge updated

02.5 Research into the Plan

Completed

02.6 Working Groups to have Actions Agreed

All but Workforce Development completed

02.7 EDI Process Assigned Against the Validation Process

Confirmed that support for ED&I is now firmly embedded in the Deans' Group as a termly agenda item. Agreed to pick up the issue of embedding ED&I in course design at forthcoming meeting. This will build on the existing excellent work on decolonising the curriculum, led by SAS.

02.8 Governors Involvement in Networks

Confirmed this is being progressed.

Members asked if there was a working group for the Gender Pay Group. Confirmed it is part of the work of the data group, but she would be looking to establish a small task and finish group to look at the latest information and specifically the actions.

Union asked as part of a previous discussion an action point was to seek persons of colour as part of the recruitment process for the post of Dean of FBL. Confirmed this had been fed into the process with the head hunters and the final short list did include people of colour. The final decision was made on fair and transparent scoring of the candidates. It was reported that ED&I formed part of the interview process and resulted in interesting discussions.

An invitation extended to anyone to observe the training 'Recruitment and Fair Practice'. If colleagues are interested, please contact SD directly.

M03/21 UUK Report on Racial Discrimination in HE

The UUK Report on Racial Discrimination in HE had been circulated for the Group's information. It was suggested that UOB is already been focussing on issues highlighted within the document.

It was said some of the initiatives/recommendations will be taken through the relevant Working Groups.

Unions highlighted a number of points:

- Decolonising the culture. The work on decolonising the curriculum was noted but is UON looking at this in a broader cultural context. For example, the number of students of colour facing disciplinaries against the number of white students.
- Are we losing students between level 6 and 7 who would prefer to move to a different institution for their master's because of institutional culture?
- Racial harassment reporting – is the grievance process fit for purpose for dealing with racial harassment – evidence is often an issue and concerns need to be addressed – a win or lose outcome is not always appropriate. Stressed the need for open conversations and perhaps a different process.

Agreed that this resonated with her recent experience as it relates to sexual harassment and links to training material recently shared. Members to meet and share his ideas as to how this can be addressed outside the meeting to progress.

It was stated it would be a real shame if anecdotal evidence is not taken into account and to establish a good dialogue with students of colour going forward and she would be happy to be part of those conversations. It was asked if this report has been taken to Student EDI and it was noted it hadn't.

Also asked if there was any data in terms of the number of colleagues who are failing probations etc. It was noted this formed part of the Data Working Group and would be discussed later in the meeting.

It was highlighted that training has a massive part in this initiative and reported on

work ongoing to look at processes and equality impacts to run alongside disciplinaries. UCU would be asked to review once the work had been progressed.

It was said via the chat pane, it might be possible to obtain reports looking at continuation rates from UG to PG to see if the data highlights any areas of concern and agreed to progress with BIMI.

It was also highlighted several elements currently being worked on;

- 1) Forthcoming report to the Student EDIF to talk about progression to level 7 and 8
- 2) Speakers attending the enhanced research development programme and work ongoing building equality into research and decolonising the research agenda
- 3) Will be announcing funds to address decolonising the research agenda after REF is completed - this is a key direction of travel for research going forward and useful to work with students in terms of progressing.

M04/21 Staff Equality Rolling Action Plan 2020-2025

Workstreams Update

Thanks to everyone for getting the streams up and running, but noted more work was to be done. The next steps are to identify tasks and agree where there is any overlap

04.1 Governance and Accountability

It was said some guidance would be helpful to establish progress. Colleagues to speak offline to see what is helpful and will then feedback to the group.

In terms of progress the EIA has been completed 9 months ahead of schedule. It was confirmed guidance and training for managers was available and would be deployed ASAP.

04.2 Workforce Development

Reported that the Key behaviour for EDI was being embedded across the institution and will feature within the International Women's Day. Gaps were being identified and some materials have been sourced to support this work, but additional materials were still needed.

In terms of the session Confronting Gender Bias, there have been no men to date attending this session and action was being taken to address this. Unions said it was very sad to note there was so little take up from male participants and noted a major gap. She asked if this training was mandatory although felt that staff should want to be engaged with this training. It was also noted it was still early in the delivery for all the EDI training and noted there was planning on a comms to promote.

It was mentioned in the chat frame, in one of the decolonisation in L&T sessions on 24 February there were approximately 50% male/female attendance.

It was also asked if there were anything raised across the other workstreams relating to SD to forward these to action.

04.3 Workforce Diversity and Inclusions

Informed the Forum some of the work for this group is BAU but they were using the data to move things forward. Shared with the Forum a calendar which identifies the main data reports HR currently run and included a timeline in which they are undertaken. Took the Group through the calendar and it was asked about the measures taken regarding diverse teams and nationalities to address the BAME award gap. Highlighted having a high percentage of international staff in one area of the institution and asked what we could do to share the data as this is good news. Agreed to include as a story within Unify once the data has been confirmed.

04.4 Staff Engagement

Informed the Forum the Group were looking for the people stories behind the EDI priorities and asked members to contact her and share their experiences. Also commented that with so much information currently coming out from the Press and PR Team, that will be looking how this to delivered, via which channels, to achieve maximum engagement.

It was noted the 'coffee and chats' were going well, and staff were very appreciative of these sessions and could relate to them.

Congratulated staff for these sessions and she thought they were a fantastic idea and noted staff really did want to attend but were finding it difficult alongside the home schooling and other commitments and wondered if this is something that could be built in and recognised as part of the workload planning for staff, so they can attend in the future. Agreed to find a way to keep them going and members agreed it would be a good idea to keep them in the diary for those that are able to attend.

Thanks to members for their work and confirmed actions will be progressed going forward with the working groups. Invitations were extended to other colleagues who wanted to join any of the Groups.

M05/21 Staff Networks

Update on Staff Networks

05.1 LGBT+

Informed the Forum it was LGBT+ History month and an internal conference had been held on 24 February with 25 people in attendance. The Network would be meeting to discuss the plans for the rest of the year and he extended an invitation to any other colleagues to join.

05.2 Disability

Said there would be a relaunch of this group and she was due to meet with colleagues. Volunteers were invited to join this network.

05.3 GEM

Reported that the group were continuing to hold regular meetings and had created a website to share activities. Training with Advance HE – leading race equality in HE had

raised some vital point to take forward and provided a web link for the Forum's information. <https://mypad.northampton.ac.uk/uongem/>

Also wished to highlight an event taking place on 17 March – JADE and also a project call Jewels working in collaboration with Employment and Enterprise.

Also wished to thank the Chair for her support with the event and for providing budget. It was suggested revisiting the EDI Officer role and perhaps finding a small budget for the networks. Suggested take this initiative to UMT and to put in a request to re-establish the post.

05.4 Women's

Informed the Forum that the Network was preparing for the International Women's week commencing on 8 March and all events were currently on the web – link to relevant page. <https://www.northampton.ac.uk/events/uon-international-womens-week/>

It was said it was a great programme in terms of the material which had been circulated. It was asked whether thought could be considered from the BAME community and include them into the material and programme. It is early days and agreed the group was keen to build relationships and will progress this going forward.

It was noted that all the networks lead come together at regular intervals and discuss various matters. It was also suggested that a mega network meeting might be arranged with all members of the different networks being invited.

M06/21 EDI Data

06.1 Gender Pay Gap

Gender Pay Gap report had been circulated and confirmed a task and finish group will be established to look at the data and actions. If anyone would like to assist or have any comments to forward these for action. Unions asked to be included and this was agreed.

06.2 Ethnicity Pay Gap

Data is being worked on and actions will be incorporate into the action rolling plan.

It was asked in terms of the reporting could two sets of data relating to gender identification and sex and pay. Emphasised this data would help to identify any issues relating to gender and or sex. agreed to look at this in terms of next year's report.

M07/21 Traveller, Gypsy, Roma, Boatman and Showman Pledge

Informed the Forum of a new pledge the University is keen to sign to relating to Traveller, Gypsy, Roma, Boatman and Showman. Two papers had been circulated to the Forum for their information. Said there is an education piece for the support for both staff and students in this category. Unions asked what the scale of number across staff and student bodies were and noted so far there was only one member of staff within the University.

**M08/21 Update from Student Equality Diversity and Inclusion Forum-
minutes of meetings**

The minutes of the Student Equality, Diversity and Inclusion Forum had been circulated to the Forum for information.

M09/21 To Note UON Equality Pledge

Wished to remind members of the UON Equality Pledge which had been launched during the pandemic – actions to deliver on the Pledge will be captured in the action rolling plan.

M10/21 Any Other Business

Wished to draw members attention to the updated EDI web pages, and it was noted the workstreams will be taking responsibility for updating the information and asked for any useful resources to be sent to her directly.

<https://mynorthampton.ac.sharepoint.com/sites/staff/equality-and-inclusion>

Also wished to highlight several training sessions which were now available to book - Confronting Gender Bias and LGBT+

It was noted colleagues had received a telephone call from a local MP who was working on a campaign and wished to highlight this to members to raise the profile – it is a 24 hr events across the world and he provided a link to the event.

<https://www.eventbrite.co.uk/e/24hrs-for-tigray-tickets-141170226949>

Also wished to highlight the first meeting of ‘women in research’ event and noted it was well attended and had looked at how to support women in the workplace and research.

M11/21 Future Meeting Dates

12 May 2021 at 10am