

Meeting Notes

- To:** Professor Nalin Thakkar, Professor Colette Fagan, Professor Dawn Edge, Dr Rachel Cowen, Professor Alys Young, Professor Claire Alexander, Patrick Johnson, Professor Judy Williams, Dr Hema Radhadrishnan, Dr Mark Hughes, Dr Susie Miles, Kwame Asamoah Kwarteng, Vikki Goddard, Karen Heaton
- Apologies:** Sarah Littlejohn
- Summary:** Notes of the *Equality, Diversity and Inclusion Governance Group* (EDIGG) meeting **1 Oct 2020**

1. Welcome and Notes from last meeting

Kwame was welcomed to the group as the student representative.

The Group agreed that it would be useful to receive information via email for comment in between meetings. This should not be burdensome and only involve important information for feedback and approval.

2. Developing new EDI APR information

Noted: EDIGG should be the group that scrutinises detailed EDI information and the headline analysis including outcomes and recommendations should go to HRSC for discussion.

- It is important that the information is linked backed to the EDI strategy.
- It will be important that student data is also captured and presented to the most appropriate committee i.e. Teaching and Learning Executive Group.
- There is an absence of disability data and we need to look at this alongside gender and ethnicity. Need to make sure there is data accuracy particularly in relation to disability data that comes from various sources.
- Need to ensure that data also links to Athena SWAN and Race Equality Charter Mark. They should all be put together.
- Other missing data includes PGR students, international students, part-time staff promotions, caring responsibilities and qualitative data.

ACTION: i) Recommendations to be taken to the November 2020 HRSC EDI APR meeting for approval.

3. Draft University EDI Strategy

Noted: EDIGG are happy with the format/style of document but more work needs to be done on the content before it goes out for further consultation.

- It needs better priority management. There are too many priorities which may detract from what we are trying to achieve. The Community section is a good example of this. This need streamlining.
- Look to provide a road map for year 1, 2, 3 etc. The document should include a 1-year delivery plan.
- Need to look at including the whole student experience and not just focus on teaching and learning.
- Consider accessibility. For example, is the text an appropriate size.
- It would be helpful to include in the strategy how we are supporting the agenda outside of the university. This may be with AdvanceHE, UKRI, GM for Women etc.
- Consider being more ambitious with what we want to do and take out words like 'promoting'.
- Need to conduct consultation through faculty and PS EDI groups. They need to be aware of the expectations on delivery for them so they can build it into their planning processes and objective setting.
- We should not rush to produce and publish the strategy as it may get lost with everything else that is happening at the moment.

ACTION: i) PJ to update strategy and share with group before going out to consultation.

4. **Race Matters at Manchester**

Received: PJ updated on the BLM – Race Matters report. SLT have looked at and approved the report with some amendments.

Noted:

- There was a discussion on the use of the term BAME in the report (and more generally). Some members wanted the focus to be on Black staff and students as the report came from the BLM/George Floyd outcry. Other members wanted the focus to be on racial injustice for people of colour, as racism is not restricted to just Black people. It was agreed that both Black and BAME were relevant and that it was important to somehow capture the need for racial equality whilst recognising the issues faced by different ethnic groups.
- Alys talked about the importance of capturing intersectionality and again looking at PGR students who are the pipeline to the academy as they seem to be missing from the data.

ACTION:

- i) The updated final report to be circulated prior to Open meeting on 2nd November 2020.

5. **Equality Impact Assessment Guidance (EIA)**

Noted: Guidance was viewed as helpful with the support of training to aid understanding and completion.

- Important that EIAs are part of the strategic change review gateways at every stage.
- Need to remember that there will be other policies and processes that do not go through the strategic change office, so need to consider how/what needs an impact assessment.
- A warning about not trying to do an impact assessment on every single policy. This will lead to an over bureaucratic and tick box system that colleagues will not appreciate. Need to think carefully about the key policies and processes that need to go through an EIA.

ACTION:

- i) Produce a list of key policies that should go through an Equality Impact Assessment for the next meeting.

6. **Reducing bureaucratic burdens on research innovation in higher education**

Noted: This paper was for information so that EDIGG are aware of some of the proposed changes and how they may impact on activity, such as Athena SWAN.

7. **Review of Staff Networks**

Noted: A paper reviewing the operational staff networks at the university. It outlined some of the current obstacles to network group expansion and members participation. The paper included a proposed action plan to address the issues identified. The EDIGG was asked to approve the plan and offer feedback.

ACTION:

- i) EDIGG members to provide feedback by the end of October to Patrick.

SUMMARY OF ACTIONS

ACTION:

- i) Recommendation on EDI APR information to be taken to the November 2020 HRSC EDI APR meeting for approval.
- ii) PJ to update EDI strategy and share with group before going out to consultation.
- iii) The updated final BLM/Race Matters report to be circulated prior to Open meeting on 2nd November 2020.
- iv) Produce a list of key policies that should go through and Equality Impact Assessment for the next meeting of EDIGG on 3rd February 2021.
- v) EDIGG members to provide feedback on staff network groups review to Patrick by the end of October.

Date of next meeting: 3rd February 2021