ESE Equality, Diversity, Inclusion and Culture (EDIC) Committee

Minutes

8 February 2024

12:00 – 1:30 pm

Location: RSM G32 Boardroom and MS Teams

1. Welcome

Attendees: Sophia Quazi, Analiza Botelho, Alisha Balakrishnan, Rebecca Colquhoun, Cindy Valuto, Bethany Crenol, Tina van de Flierdt, Becky Bell, Sneha Saunders, David Pedreros-Bastidas, Carl Jacquemyn, Pablo Brito Parada, Diego Mesa Pena, Nsan Nhoyidi, Valentin Laurent, Parastoo Salah, Dylan Rood, Doyeon Kim, Adriana Paluszny Rodrigues

New representatives from the UG Cohort were present at the meeting.

1. Minutes and matters arising from the last meeting

The minutes of the previous meeting were agreed as a true and accurate record, and all outstanding actions from previous meetings were reviewed.

1. EDIC Committee priorities list from 1 November meeting

Sophia Quazi and Becky Bell put together a list of EDIC Committee priorities based on the feedback from the staff and student surveys. The group agreed that the list is reflective of the collective desired outcomes, and that it will allow the group to focus and reflect on achievements at the end of the year.

The group suggested that there are some priorities on the list in which EDIC is playing more of a supporting role.

Rebecca Colquhoun suggested streamlining the priorities by creating a list of overarching EDIC principles and mapping the priorities onto them.

It was agreed that the committee would be split into subgroups to discuss different priority areas. The groups will come up with measurable KPIs/smart targets, which will allow progress to be tracked more clearly.

**Action: Becky / Sophia to decide on priority areas and send out an invitation to join working groups and agree smart targets to the department. Committee members will act as group leaders and will report back at the next meeting.**

1. EDI Coordinator’s update

Sophia Quazi shared a document, which will be circulated alongside these minutes.

1. Staff EDI Survey Infographic

The infographic will be posted on the website and printed out for display in common areas.

There will be no departmental survey this year, as the College survey will be rolled out in April.

1. Draft ESE Anti-Bullying and Harassment Strategy

The group suggested some key features of the Bullying and Harassment Strategy:

* Invite all staff to departmental meetings - This has now been agreed by the HoD and will be implemented at the next meeting.
* Update Committees info on the ESE website – Beth is currently working on this.
* Ensure that the minutes posted on the ESE website are up to date – This has been done.

1. AOB