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

Minutes

2 May 2023

12:10 – 1:40 pm

Location: RSM 2.30/Map Room and MS Teams

1. Welcome and matters arising from the last meeting

The minutes of the previous meeting were agreed upon as a true and accurate record.

There were no outstanding actions from the previous meeting.

1. Update on bullying and harassment initiative

Melanie Lee has had 6 conversations with ESE staff members and is in the process of writing an anonymous report of her findings. She will attend the next EDIC meeting and discuss this with the committee. There was no real engagement with the conversation spaces.

Sophia Quazi has spoken with the central EDI team about the training that is already offered, and what can be done to make a department-specific training provision. She will maintain a dialogue with the EDI centre and will discuss the issues that come out of Melanie’s report.

1. Update on International Day of Women and Girls in Science Outreach Fund

Five applications were received for the outreach fund, and a decision has been made to fund three. The projects range from international outreach to domestic, including activities in Chile and on the Jurassic Coast. Thanks to Dylan Rood and Emma Passmore for helping to review proposals.

Support with promotion is required in the absence of a Communications Manager. Grant winners will be asked to put together a paragraph on their initiative which can be circulated amongst relevant student groups and societies.

The two un-funded projects were unfortunately too ambitious. To prevent disappointment next year, the EDI committee could run drop-in sessions to advise on proposals.

1. ESE Staff EDI Survey

The Student Survey is ready to be launched and will be incentivised using coffee vouchers.

The questions used in last year’s Staff Survey will be reused in this year’s iteration.

**Action: Becky Bell to print out posters of last year’s staff survey infographic.**

1. Lack of female applicants for research opportunities – Sam Krevor

Sam Krevor won an RAENG fellowship but was disappointed that out of 23 winners there was only one woman. He emailed RAENG to express his thoughts and they responded to say that there were very few women applicants. Sam plans to raise this with the Research Committee and has contacted Matt Jackson to explore what can be done to encourage more applications from women. Matt Jackson expressed concerns that the remit of the programme disadvantages women and is very focussed on mid-career level. Sam will feed this back to RAENG.

1. Names of student prizes – Emma Passmore

At the All-Staff Departmental Meeting in April, Emma Passmore put forward a document about student prizes. There was a clear appetite to rename some of the prizes, which presents an opportunity to highlight/honour scientists from minority backgrounds.

Staff also discusses the “Resilience” prize and whether this name has negative connotations.

The committee discussed creating an ESE History Group, which would not compete with the College-level group. A document could be stored in the Teams channel and used to collect ideas for prize names.

1. AOB

Valentin Laurent recently attended EGU with his 5-year old son and shared a presentation about his experience. The committee agreed that this subject could be brought to a future staff meeting or recorded as a podcast.

Tina van de Flierdt is participating in an upcoming Women in Engineering Network (WiN) event, which will involve a talk from FoE’s most successful women academics.