

ESE Equality, Diversity, Inclusion and Culture Committee
Minutes
8th December 2021
12:30 – 1:45 pm

EDI priorities identified by committee members during breakout groups , compiled by JM, SQ, ML

- 1) Amend TOR to include a vision, a statement about discrimination, bullying, harassment and transparency, and our aspiration to impact college policy.
- 2) Generate an EDI handbook to guide staff/students on what help is available – this is particularly important for international students.
- 3) Promote a strong stance against bullying, harassment and inappropriate behaviour within ESE, and communicate transparently about these matters so that consequences are visible.
- 4) Improve inclusion – make everyone feel welcome. For example, re-distribute guidance on use of pronouns, hold more welcome and catch up events for international students, observe/celebrate a wider range of events and festivals. Be aware of the additional challenges for inclusion given the current hybrid way of working, and with staff/students in different time zones.
- 5) Increase visibility for persons of colour, LGBTQ+, disabilities, neurodivergence and other 'hidden' disabilities. Expand value training sessions to cover other areas, for example disability and LGBTQ+
- 6) Improve diversity, especially at higher levels. Anonymous applications were suggested as a way to remove bias. Outreach events at selected schools to widen participation. Recruit staff and students from a wider range of countries.
- 7) Improve structural accessibility within the RSM
- 8) Improve communications on ESE EDI activities, good practice, and resources available.
- 9) Provide an update on what's happened since the last EDIC meeting in November 2020.
- 10) Improve support for bereavement – make sure this is well signposted.
- 11) Provide feedback from value training sessions.
- 12) Communicate actions taken following previous staff surveys.
- 13) Address our history.
- 14) Provide additional support for those navigating difficult transitions – e.g. taught degrees to a PhD. Provide additional support for widening participation students.

Next Meeting: 26th January 2022, 12:30 to 14:00, Online on Teams.