Present: Fernandes Antunes Batista da Silva, Angela Black, Pam Cumming (Clerk), Cheryl Dowie, Lucy Holmes, Nathalie Kemp, Ashley Lim, Nan Liu, Caterina Motta and Mark Whittington (Chair)

Apologies:, Maria Cascio, Shamima Haque Sola Kasim, Eleonora Monaci, and Martin Meyer

1.	**Minutes of Previous Meeting and Matters Arising**	
2.	**Action Plan/Survey** Nearly there, still a few questions to work on, thanks to sub groups for their help. The next meeting will focus on this, it still needs a bit of formatting to be done re the questions. It was suggested that a question on racism/victimisation be included in the survey questions.	
3.	**EDI embedding in recruitment** The Business School is delighted to have appointed AB as People champion for the Business School. AB mentioned that MM is interested in people development, and supporting staff and she has this new additional role as the people champion for the School with a remit of enabling people, encouraging staff to think about promotion early, starting conversations and listening, mentoring, probation, and staff development. AB will be a School mentor and is undergoing the University training for this with hope that other staff will also get involved with the aim of getting people to obtain skills for career progression. Currently the resource is only Angela who leading it, but it is hoped that this is the beginning of something dynamic and we can grow in the future. This support will be for all staff, with the supervisor is the point of contact for students. Check Mark's point about PGs, AB will be speaking with PGs. From a student perspective FB reported that she had a mentor last year, not a researcher, from PhD perspective it would be good to be paired with person from academia. Would like academic mentors for PGs. Mentors from outside with institutions can be helpful too. Encourage people to become mentors for specific issues.	
4	**Schools**	

	PC explained that she has met with Skills Development Scotland and it is hoped that pupils from Portlethen Academy will meet online with members of our EDI group on a Monday early February, tbc. It is envisaged they will talk about their experiences of EDI in their School, their aspirations, and hear what the Business School has been doing. Competition re logo for Business School EDI committee will be launched early January.	
5.	**Events Planning** Everyone involved with the 'Law' EDI event were thanked for their input. It was a successful event, with near 60 people attending and some great discussion. We hope to have more interaction with schools going forward. It was suggested including external partnerships for events in the future with AL recommending a teacher from Malaysia https://www.youtube.com/watch?v=KUZMBC6NI6k https://www.youtube.com/watch?v=UAY7JPe3bHc Students were urged to let us know of any EDI events, partnerships, societies, processes they have heard about or experienced elsewhere. FB suggested an event that could encourage working with students in business school. Perhaps get education school involved. Need to be thinking of events, any ideas get in touch with PC	Group to watch video links that were put on the chat. Events ideas to be sent to PC.
6.	**Newsletter/Website** LH mentioned that she was planning to deliver the next EDI newsletter in Spring, and she is still uploading minutes etc onto the website. She would be keen for the site to have more content. She reported that in new year she hopes to have an EDI blog post, perhaps from students…. CD and MW have contributing to supporting diversity blog. Hope Heroes link was sent with good news stories, Business School is mentioned in this initiative which was launched today. For January Agenda -LH hopes to talk about the Home to opportunity campaign highlighting the refresh to campaign adding more themes. 3 new themes E&D, European partnerships, and Supporting our students.	.
7.	**AOCB**: MW uploaded link to a report on tackling racial harassment. Something the group can read. MW to speak with SK about this. Nan mentioned the summary says harassment comes from staff more than students. It was queried whether we have data within the Uni to have self evaluation to see if there are cases and how the issues were tackled. We need to know if we do have a problem before we can address it. Discuss this at meeting re questions for. Can discuss with MC at future meeting.	

	NK mentioned the racial violence in Edinburgh, and there was discussion about arrangements in place at Aberdeen. NK happy to research this. https://www.edinburghnews.scotsman.com/news/crime/despicable-racist-attack-against-17-year-old-student-outside-university-edinburgh-library-3066434 MC be aware of any issues on campus.	
8.	Date of Next Meeting: 12 January 2021, 1030am	