

**University of Aberdeen Business School
Equality, Diversity and Inclusion Committee
Draft Minutes of the Meeting held on 17 November 2020, 11am on Microsoft Teams**

Present: Fernandes Antunes Batista da Silva, Angela Black, Maria Cascio Pam Cumming (Clerk), Cheryl Dowie, Shamima Haque, Ashley Lim, Nan Liu, and Mark Whittington (Chair)

Apologies:, Lucy Holmes, Sola Kasim, Nathalie Kemp, Eleonora Monaci, Caterina Motta and Martin Meyer

1.	<p>Minutes of Previous Meeting and Matters Arising</p> <p>No changes</p> <p>MW reminded the group about traffic lights section for writing the plan.</p>	
2.	<p>Action Plan/Survey</p> <p>Nobody had anything they wished to discuss about the action plan/survey. MW or CD may be in touch with sub-groups to bring things together.</p> <p>CD and MW - met with Law (Anne Michelle, Greg Gordon) with aim of sharing ideas, collaboration, cross checking purposes etc. Meeting went well.</p> <p>Pleased that Law are joining us at the event.</p>	
3.	<p>Update on meeting with Principal/Psychology Silver Award</p> <p>MW presented slides – the transition from Bronze to Silver (Psychology) from a recent session which he and CD attended. Psychology received the first silver award for the University. It was a long and challenging process. It was qualitatively different from Bronze. Demonstrating impact is key, our action plans must be deliverable and show impact. They were not awarded silver on first attempt, as they hadn't demonstrated consistency with showing the impact of actions. Important that impact is shown in each section in a consistent way. We must identify the problem, come up with solution but you need to show impact that the situation is improved. Infographics were used which covered key areas communicating improvements. The key challenges faced were presented along with the support Psychology received ie HR, HoS and Colleagues. Some of the challenges mentioned we should include in our action plan. Building CoVid into our application is key. We should include quotes in our submission, don't have to rely on data. Would like all departments to have Silver award despite the cost.</p>	
4.	<p>Events Update</p>	

	Logistics of the Margaret Ross event were discussed and LH was thanked for getting the link with Law who will be joining us but also inviting the Business School to another event.	
5.	<p>Newsletter/Website</p> <p>The Newsletter is on teams for a look over before it is sent out when LH is back. Business School to be added in the title and names of student reps to be inserted.</p> <p>Discuss regularity on next meeting. LH to consider this in advance.</p>	Regularity of newsletters to be given consideration.
6.	<p>AOCB:</p> <p>CD attended a race equality strategy group meeting yesterday to share views informally. It discussed support mechanisms, there is a reporting tool for staff and students. Dignity of work committee is working on policies so there will be new policies out in due course. There is a race network which is for staff and students.</p> <p>Fernanda to find out how students are feeling about this issue and feedback to the group.</p> <p><u>Schools:</u> PC is delivering workshop to pupils at Portlethen Academy. Apparently there is an EDI group to be present at the workshop. PC will invite them to speak with our EDI committee.</p> <p>Keen to get competition out in new year.</p>	Fernanda to obtain the views of students.
7.	Date of Next Meeting: 1 December 2020, 1030am.	