

**University of Aberdeen Business School
Equality, Diversity and Inclusion Committee
Draft Minutes of the Meeting held on 12 January 2021, 1030am on Microsoft Teams**

Present: Fernandes Antunes Batista da Silva, Pam Cumming (Clerk), Cheryl Dowie, Lucy Holmes, Nathalie Kemp, Ashley Lim, Nan Liu and Mark Whittington (Co-Chair)
Maria Cascio, Shamima Haque

Apologies: Angela Black, Martin Meyer and Caterina Motta

1.	Minutes of Previous Meeting and Matters Arising Approved	
2.	Action Plan/Survey CD and MW are working on the survey before the plan. By the end of the week the group will be circulated with the survey and asked to provide comments/views. With thanks to CD, the plan is coming together, there are a few changes to be made and it will be circulated to the group soon. MC confirmed we should still be aiming for November deadline for the Bronze resubmission.	Committee members to review survey and questions once received and feedback.
3.	Newsletter/Website/Home to Opportunity Campaign Home To Opportunity LH presented slides relating to the Home to Opportunity Campaign and the new themes. The marketing team are also working on a new campaign for the future and will consult with the EDI committee. Equality and Diversity is one of the themes for the Home To Opportunity along with Student experience and Brexit. There has been new photography done. MW mentioned the University of Sanctuary project – unis have signed up to be safe and supportive places for migrants, Sheffield are signed up. MC is not aware of this and what Aberdeen has done. The group to have a think about what are we doing, something worth mentioning. Eg schools, course content (case study perhaps). Having a few examples would be great. The University diversity blog would be useful https://www.abdn.ac.uk/staffnet/teaching/celebrating-diversity/index.php Newsletter – scope to have a newsletter meeting few next weeks. and look at content. (recent blog on Women in property to be included)	LH to share slides and Committee to consider content. PC set up meeting re newsletter.

	Website – there is a forthcoming website steering group and LH will feedback.	
4.	<p>Events Planning</p> <p>Regularity of events was discussed. It was agreed we should continue the relationship with the School of Law but perhaps also liaise with Engineering for example. MW and CD to discuss this with Law. CD suggested one a term from Business School, MW agreed that if this was added to events organised by others (Law) then the level of activity would still be impressive. A couple of different ideas have been suggested. NL will pursue her suggestion but will need to know more about what we want our speakers to discuss.</p> <p>PC to set up an internal meeting CD, MW, NK and herself to discuss events further.</p> <p>FA sent link which illustrated what is being done at UCL. EDI Events Chemistry - UCL – University College London mental health, LGBTQ+, a number of different topics.</p> <p>She suggested having something for student and staff. Eg mentoring.</p> <p>The event SH ran in 2019 was a great success, it involved staff and PhD students presenting, poster presentations by undergrads. It was suggested that doing something online might be an option eg a weeks event at lunch times.</p> <p>Into February, NK will look at what topics our current students are studying in the hope that they can contribute.</p> <p>Look at what is arranged in the research series in business school as a few months ago there was a gender based one.</p>	<p>Group to watch video links that were put on the chat.</p> <p>Events ideas to be sent to PC.</p> <p>PC to remind MW to have a 3 way meeting organised (with Law)</p> <p>PC set up an internal events meeting.</p> <p>NK look at PhD topics.</p>
5.	<p>Tackling racial harassment report</p> <p>Speak about this when SK is around. There were startling statistics in the report relating to harassment.</p> <p>At the last meeting we discussed an incident at Edinburgh University. MC suggested we keep an eye out on minutes of University Race Equality Strategy meetings to get information about processes in Aberdeen. Race equality group is meeting soon, reporting system will report back. There is a website for Race equality strategy group. Equality and Diversity StaffNet The University of Aberdeen (abdn.ac.uk)</p>	
6.	<p>Schools</p> <p>The competition is being reworded slightly, it was agreed it could be opened up more widely ie not just Schools in the City and Shire. PC will circulate the competition and the Committee can feel free to promote to colleagues/friends etc as appropriate.</p> <p>It was hoped we would speak with Portlethen Academy pupils early February, however this is on hold for just now. PC will speak with the school in forthcoming weeks.</p>	

7.	AOCB:	
8.	Date of Next Meeting: 9 February 2021, 1030am	