

**University of Aberdeen Business School
Equality, Diversity and Inclusion Committee
Draft Minutes of the Meeting held on 27 April 2021, 1030am on Microsoft Teams**

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

Apologies: Angela Black, Maria Cascio and Martin Meyer

1.	Minutes of Previous Meeting and Matters Arising Approved	
2.	Action Plan/Survey CD reported that the survey has been sent out and we await more people completing it. Hopefully this week we will have more people complete it. Action: Encourage staff to complete the survey. MC has been sent the RAG status form, she meets with MW and CD to provide feedback, re 7 subgroups. There is likely to be some changes required. There is some overlap with the committees... so a few tweaks are to be made, some terminology is likely to be altered.	Action: Everyone to Encourage staff to complete the survey
3.	Newsletter Thanks were given to LH and the committee for work with the recent Newsletter. Aim to have next one out in Autumn, start thinking about it around August. Nan has a script already, she has a blog which she can edit, re how things have changed. Pam Contact NL in August. The Worklife balance theme is fine. It was agreed that MW and CD would write a short piece post events for future newsletters.	
4.	Events Planning John Bone from Social Sciences gave an excellent presentation on 24 th March. There were plenty questions. His talk which people watched before the Q&A is available at https://abdn.cloud.panopto.eu/Panopto/Pages/Viewer.aspx?id=e9bbbabf-0806-45a7-9c78-acf400d79997 Intro Social Inclusion and Cultural Diversity 23 March 2021 at 11:23:32abdn.cloud.panopto.eu We are keen to keep ongoing discussions with John. The School of Law held a promotions event which was informative. We have our Business School drop in promotions series starting soon. (12 May/30 th June/ 29 September, 24 November). Hosted by Angela Black.	PC ask JC about flexible working policy. PC to contact AB re Business School

	<p>There is the event today, Ilaria Boncori (re miscarriage)</p> <p>There was discussion on having a wellbeing day later in year – potentially end of summer. It would be good to have someone from HR available to come and talk about flexible working with Business School staff, including a Q&A session with pre-set questions. It is hoped to organise this by end of summer. PC approach HR re the policy.</p> <p>SH/CD have discussed hosting a research event like the one in 2018. Where staff/students/other schools can contribute basing their presentation on their EDI related research. Likely to be online. It was suggested end of August, early September before teaching starts perhaps including break out rooms. Having the event on campus and also filmed was mentioned. NK has a list of students and their topics so can help with names of students working with EDI theme.</p> <p>Action: CD/SH to have further discussions about this.</p> <p>NK happy to Send request end of May to find out which students are working on EDI topics.</p>	<p>Promotion events.</p> <p>Action: CD/SH to have further discussions about a research event.</p>
5.	<p>Schools</p> <p>Portlethen Academy submitted a number of entries for the EDI Competition, which they worked on along with their Anne Frank Project. NK, MW, LH and PC will judge the competition, and look at relevant categories and talk about prizes.</p>	PC to arrange judging meeting.
6.	<p>New Head of School/Senate Agenda</p> <p>MW, CD, and PJC will have a meeting with Haina by means of introduction to EDI. PC to invite Haina to meetings going forward</p>	PC to arrange meeting with HZ and invite her to meetings going forward.
7.	<p>AOB</p> <p>Tracey white was talking about circulating the compulsory race equality training documents for comment. Also looking for suggestions and ideas based on data for minority ethnic recruitment toolkit being developed by Scottish Government. CD reported the Uni going through listening phase, there was link circulated from communications re Bhatti talking to students with Ruth and wants to hear Staff/Student opinions.</p> <p>24 March – NK reported that she went to an “Ask the student” It was interesting session, lot of people could learn from this event. Disability is individual and personal, people need different provisions. Encouraging communication with tutors and course organisers and students don’t know about how information is communicated to staff. Not everyone identifies as disabled. They don’t see disability as an obstacle and they deal with it. Needs to be better communication and understanding in</p>	

	<p>general. There will be more similar events – this was the start of a communication that needs to happen.</p> <p>LH mentioned that there was a call in external relations and marketing directorate for a race equality champion, LH is taking on that role and will continue to provide marketing officer support to the Business School. Each directorate within the University will have a champion, and there will be a working group representing different facets of the University. There has been meetings which have discussed training, messaging/imagery, recruitment of staff and students leadership culture and how to move forward after race literacy training. LH will provide updates at the meetings and urged Committee members to feed ideas in via herself.</p> <p>June is Pride month. LH will enquire what is happening elsewhere in the University. Aim to share what is being done centrally. MW mentioned people might watch films and have online discussion, have a diversity week where films would be part of the induction event to get people engaging.</p> <p>LH will speak with central team to see if we can support or if it gives us inspiration. LH reported there are Courses for supporting Trans and non binary staff and students, unconscious bias there may be some materials that we could share.</p>	
8.	Date of Next Meeting: 25 May 2021, 2pm	.