

**University of Aberdeen Business School
Equality, Diversity and Inclusion Committee
Draft Minutes of the Meeting held on 9 February 2021, 1030am on Microsoft Teams**

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

Apologies: Maria Cascio, Lucy Holmes, Nathalie Kemp, Martin Meyer and Caterina Motta

1.	Minutes of Previous Meeting and Matters Arising Approved	
2.	<p>Action Plan/Survey</p> <p>CD reported that Research Sub-group action points have been changed to include - BAME staff. Group to send ideas to CD. (paper is shared on Teams, points highlighted in yellow). SK suggested repeating arrangement from last session ie to have a policy like previous to reduce the need for individual applications. (universal policy £1500 for research trips). CD confirmed she will try to include this general policy.</p> <p>Staff survey – CD confirmed that we received comments and survey data from MC last week, a few tweaks have still to be made before the survey can come out. Thanks made to everyone that commented and to MC. Aiming to get the survey out in February with deadline before Spring vacation, then analysed over vacation, then get results out and do comparisons late April early May. It was suggested including question about what campus you are at....</p> <p>There was lengthy discussion following a link AB posted which highlighted that many do not like to be classed as BAME. We should be aware of this, maybe include a disclaimer that it is for data purposes. Geographical background could be a good way to do it eg Brazil. Confusion about BAME. What country are you born in or include a question – what do you identify yourself as or how do you describe yourself.... BAME BME, African Black, African White etc... It was agreed we should say How would you describe your ethnicity and from that we gain a list, prefer not to say.</p>	<p>CD to share document and ideas/comments to be sent to her.</p> <p>MW/CD speak with MC and liaise with Exec re Qatar/online and whether they are part of EDI/and fill in survey.</p>
3.	<p>Newsletter</p> <p>PC reported that the sub group had met to discuss the next edition of the newsletter. All staff will be invited to contribute.</p>	Action Group to submit

	<p>Deadlines agreed were 1 March (ish). Lucy will have it out for proof reading end of that week hopefully, and we aim to have it out by beginning of April.</p> <p>AB and FABDS agreed to submit a short paragraph about why they are passionate about EDI issues / on the committee.</p> <p>MW/CD will write a short update for the School – the plan, the survey etc.</p> <p>We talked about Publicising our newsletters to students in the future (not just putting on web where nobody really looks – or knows to look).</p> <p>Lucy is writing an article on intersectional feminism and will recommend books/films, she does podcasts on this topic already and it won't be creating much work for her.</p> <p>Advertising some films/books with an EDI theme that people could watch, perhaps comment on if they were interested. It was agreed to make this TED talks.</p> <p>SH has agreed to submit a recipe.</p> <p>Newsletter will include details of events coming up or ones that have happened by time newsletter comes out.</p>	<p>newsletter articles by 1 March (to PC).</p> <p>Group to supply PC with EDI related TED talks, she will collate and submit to LG.</p>
<p>4.</p>	<p>Events Planning</p> <p>CD reported that the sub group met to discuss potential events ideas.</p> <p>Suggesting John Bone (Dean) will give a talk for PGS and Staff preferably in March/April for staff and PGRs.</p> <p>NL is getting in touch with potential speaker for April.</p> <p>An event re Flexible working was also suggested - including UoA staff wellbeing team/HR to answer queries.</p> <p>Have EDI training/discussion – 15 in presentation then topic discussions where staff/students can share experiences.</p> <p>Approach Angela for something after easter about mentoring. Angela is currently already chatting with people. Would be keen to give feedback on it in the future. AB mentioned that there are more mentors than mentees so there is opportunity for people seeking mentors.</p>	<p>NK look at PhD topics.</p>
<p>5.</p>	<p>Update on Race Inequality</p>	

	<p>CD gave an update from recent race strategy group meeting. There is a race sensitivity/literacy training and development approved by senior management.</p> <p>The university also early stages drafting race equality strategy application with supported of advanced HE with discussion re definitions of race and racism.</p> <p>The group is also focussing on dignity at work and study policy as well as Code of contact for staff. Details will be circulated around March.</p> <p>Working group that will look at decolonising the curriculum with advanced HE supporting.</p> <p>Janine Chalmers has been in touch with communication team re targeted communication strategy around race, with specific web pages re race equality. Updates at next meeting.</p> <p>CD reminded the group about the communication that FR distributed re diversity and learning conversation on 11 December – encouraged group to attend.</p> <p>SK</p> <p>There are a lot of initiatives going on re tackling racism, it can be difficult to track. We should focus on what we can actually achieve.</p> <p>Promoting team work might help tackle racism issues. The uni previously spent money on unconscious bias and people were dissatisfied. We should spend money promoting team working.</p> <p>We should look at lives on campus, agree team work to promote equalities. SK is suggesting simple and manageable initiatives – lets' work on team working.</p>	
6.	<p>Schools</p> <p>It was hoped we would speak with Portlethen Academy pupils early February, however this is on hold for just now</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>	
7.	Date of Next Meeting: 9 March 2021, 3pm	