



EDI COMMITTEE

Open Minutes

Of the meeting held on Friday, 11 March 2022 on MS Teams.

1. Welcome / Apologies for Absence

Present:

- Professor Nick Braisby**, Chair and Vice-Chancellor (NB)
- Professor Rachel Cragg**, UET representative and Race Equality Charter Self-Assessment Team Chair (RC)
- Ellie Smith**, UET representative (ES)
- Rachael Cornwall**, HR Director (RCo)
- Karla Inniss**, Secretary and HRBP - Equality, Diversity and Inclusion (KI)
- Hilary Mullen**, UCU Representative (HM)
- Louise Harvey**, Head of Communications (LH)
- Dr Simon Lee-Price**, UCU Equality Representative (SLP)
- Sarah Jackson**, SU HR & Development Manager (SJ)
- Tom Featherstone**, SU Vice President Student Involvement (TF)
- Pia Carnegie**, Academic Representative (PC)
- Paulette Morris**, PSE Representative (PM)
- Associate Professor Margaret Rioga**, BAME Steering Group Chair

Apologies:

- Katie Collins**, PSE Representative (KC)
- Danie Woodbridge**, Deputy Chair and Inclusion, Diversity and Disability Manager (DW)
- Dr Carlo Lusuardi**, UCU Representative (CL)
- Anthony Murphy**, Council representative
- Oliver Facey**, TU representative (OF)
- Sherrie Smith**
- Carol Rogers**,
- Margaret Greenfields**,

2. Declaration of conflicts of interest

2.1 The committee noted there are no conflicts of interest

3. Minutes and actions of the previous meeting

- 3.1. The Committee reviewed the actions noted at the last committee meeting.
- 3.2. The committee discussed that the minutes show as open minutes but the terms of reference show that the minutes should not be published externally. The committee agreed that the minutes should be open and published, and the terms of reference

should be updated. The committee noted that some discussions could be treated as reserved business that wouldn't be published.

- 3.3. The committee noted no further amendments to the minutes.
- 3.4. RCo highlighted how they have picked up some of the actions in the EDI working group. EDI working group will operationalise a lot of the discussion brought to the EDI committee. **ACTION: RCo, KI to pick up with NW where the actions are allocated to if they are not to be discussed at the EDI committee.**
- 3.5. The committee noted that as the actions from November's meeting were being looked at by the working group, no further discussion on the actions was required.
- 3.6. SL-P asked for clarification on agenda item 3.1 and what adopting definitions to the agenda means. RCo clarifies that it is on the agenda for the meeting. But the committee notes that there is a wider issue on how we raise awareness and operationalise the use of these definition at a University level.
- 3.7. The committee noted that there is work needed on how the actions are noted and how they are taken forward.

	Assigned to	Action	Update
3.1	Committee	to add adopting definitions of Islamophobia, Homophobia and Romaphobia to the agenda and how these definitions are being practically used within our policies.	Partially completed. – actions in place to address and bring to EDIC
4.1	All	to share ideas on how we increase disability disclosure rates at the next committee meeting.	Deferred to EDIWG and suggested agenda items proposed
4.5	KI	to add suggested initiatives to rolling EDI working group agenda.	Complete
5.4	KI/SJ	to take points away about how the University can tailor the response to students and looking at the uniqueness at what the University need to do differently.	Complete (in reference to refreshing our EDI approach)
6.3	LH	to ensure students union events are on the events calendar as well.	Complete
6.4	KI/LH/SU	Coordinate the event calendar with the Universities cooperate events calendar so the committee are ensured it's being properly resourced.	Complete EDI calendar published externally and internally on BEN
7.4	HM/RCo	to discuss equality impact assessments being used in restructures.	
7.7	KI/LH	to review the communication around the equality impact assessment.	Complete
7.8	ES	to Look at the equality impact assessment on policies and look at building this into the process again.	
8.3	RCo	to pick up the reporting section of the policy with colleagues in student success and involve SJ in the discussion.	
8.5	EB	Change paragraph 27 reference to Senior Management Team to University Executive Team and University Management Group and	Complete

		Change the name of the university from Bucks to its full name Buckinghamshire New University or BNU (apart from when there is Bucks Students' Union.)	
8.11	EB	to make superficial changes of values and nomenclature mentioned previously and for the policy to be in a position for the committee to approve it.	Complete
9.5	KI	to clarify the reporting links for the inclusion network.	Complete – to link into EDI working group
9.7	KI	to have a standing report of feedback on how well the inclusion network is going, and that the committee are continuously reviewing it.	Complete
10.2	NB/KI/ RCo	to work on how the University, take forward the work on the University's pledge.	Complete
12.2	ALL	to forward suggested agenda items or papers for discussion before next meeting	Complete

4. Terms of Reference

- 4.1. The committee notes they have received the terms of reference.
- 4.2. **ACTION: Minutes will now be published externally so the terms of reference are to be changed to open.**
- 4.3. **ACTION: ES to add RC onto the list of ex officio members on the terms of reference in their Pro Vice-Chancellor role.**
- 4.4. **ES and secretariat to look into the terms of reference and minutes to bring in line with the university style and bring clarity of membership to the next meeting.**

5. Update on Inclusion Network

- 5.1. RCo briefed the committee on the success of the launch of the inclusion network and asked the committee for any views on how to start operationalising it.
- 5.2. The committee discussed the inclusion network being a broader group and if this still created a "safe space". The committee noted that the inclusion network was well received being a broader group.
- 5.3. MR highlighted whether the conversation group is the space where particular groups can come together and be together, to keep to the ethos of the inclusion network. KI informed the committee that aim the for the inclusion network is to take inspiration from the conversation group and for it to be an active listening and learning group so that the University can drive some actions from that. **ACTION: MR and KI to add to BAME network agenda.**

6. Chairs report (additional agenda item)

- 6.1. NB added a chairs report to the agenda.
- 6.2. NB updated the committee on work he has been doing. Member of Closing the gap' report. New report coming out in the next couple of months.
- 6.3. NB informed the committee that in January the University were asked to sign up to a pledge about the use of non-disclosure agreements by the Department of Education. The committee notes that the university are not known to have used a non-disclosure agreement.
- 6.4. DfE convened a summit on antisemitism because there has been an uptick in reported cases of antisemitism.

- 6.5. NB attended an AdvanceHE webinar on how leadership in higher education can create a more inclusive culture in their institutions.
- 6.6. The University celebrated International Women's Day – The British Council have issued a report into gender inequality in higher education and issued a large number of recommendations.
- 6.7. Report has been issued on the DSA and its uptake by disabled students. The committee noted that it is reported that it takes 5 months from the moment you disclose your disability and seek DSA to receiving the support. NB highlighted a recommendation for institutions and a case study of Cambridge University, who funded non-medical support internally reduced the five months gap down to five days. Through this scheme the University had increased its disclosure rates. NB asked if someone could look into this recommendation and case study. **ACTION: DW to look into DSA and the timing and bring some suggestions back to the committee.**

7. Race Equality Charter Update

- 7.1. KI updated the committee on the Race Equality Charter, the plans for the workstreams and informed the committee on some of the key areas of the Race Equality Charter application.
- 7.2. KI informed the committee that the three existing themes for the action plans are race related incidents, engagement in a general and research from GuildHE around ethnic minority representation and experience within postgraduate.
- 7.3. The committee noted that the University are working within the wider community with Thames Valley Police, Buckinghamshire County Council, Hate Crime Forum, in regard to race related incidents so the University can implement some of the wider initiatives that happen within the area.
- 7.4. The committee noted that the University aims to have the action plans for August/September 2022 and to submit the application this March 2023.
- 7.5. **ACTION: KI to update the council on the plans for The Race Equality Charter.**
- 7.6. RCo stressed the University needs to focus on the data and aligning the analysis of the data when submitting an application for The Race Equality Charter.
- 7.7. The committee discussed anonymous and third-party reporting and how the University can do this in a credible way.

8. Antigypsyism definition

- 8.1. KI briefed the committee on this paper due to SS's regrettable bereavement absence.
- 8.2. KI informed the committee that there are two main papers that inform the approach that the University might want to consider, alliance against antigypsyism or the IHRA definition to which only one other university to date has adopted. KI asked the committee to consider which definition the University might adopt and how to safeguard and protect our community.
- 8.3. The committee noted that antigypsyism by itself may not be the right term that the University would want to use as a title, but to widen this to Gypsy traveller, Roma showmen and boaters, with aligned language as part of our pledge.
- 8.4. The committee deliberated the definitions. The committee questioned if there could be an additional clause that includes Gypsy traveller, Roma showmen and boaters and review the definition as comments start to come in. **ACTION: KI to speak to CR about what phrase the University will include when adopting Antigypsyism definition to include the wider sub-communities.**
- 8.5. The committee discussed the next steps of the process. The EDI committee reports to council and senate. **ACTION: KI take the Antigypsyism definition to senate with a recommendation for approval.**
- 8.6. The committee discussed raising greater and wider awareness of Antigypsyism as an issue.

- 8.7. The Committee discussed the issues around the clause about exclusion and stressed that race discriminatory assumptions would not be one of the reasons for exclusion. The committee approved the use of this clause.
- 8.8. The Committee discussed if there is another policy that's already in existence that could be edited to include examples of how the University will be enacting this policy informed by the definitions and keep adding to it. **ACITON: ES to pick up including definitions in the review of the policies.**

9. Islamophobia and homophobia definitions (verbal update)

- 9.1. KI briefed the committee on adopting a definition for Islamophobia. There are a few definitions available.
- 9.2. SLP stressed an urgency for adopting a definition and to acknowledge this. The University have a larger number of Muslim staff and students and it is important that the University acknowledge their concerns. As part of the definition there needs to be education around understanding the experiences of colleagues and students who are experiencing Islamophobia. The committee notes that there are plans for a monthly staff network event explaining what Islamophobia is and talking through some definitions.
- 9.3. **ACTION: SLP and KI to continue working on a proposal for Islamophobia definition.**
- 9.4. The committee highlighted the need to involve student communities in the discussions around adopting definitions. **ACTION: SJ/SU, LH to ask students to contribute in discussions around adopting the definitions.**
- 9.5. The committee notes that the University are in the very early stage of discussions around actions regarding the homophobia definition and other things that the University might be able to do to support LGBT+ communities.

10. Universities UK EDI publications process

- 10.1. RCo briefed the committee on the paper and asked for the Committees agreement to the proposed approach to receiving UUK EDI publications.
- 10.2. RCo informed the committee that they are recommending that KI as the secretary will scan for sector relevant policy papers, add them to the agenda, the EDI committee will have the relevant discussions and the committee will nominate a lead person who will feed back at the next meeting to assure required changes have been considered and where relevant implemented.
- 10.3. **The Committee endorses the approach presented by RCo.**

11. UUK report Tackling staff-to-student sexual misconduct

- 11.1. KI presented the report to the committee and highlighted the five foundational principles around being able to apply guidance and being able to address staff-to-student sexual misconduct correctly. The recommendations come with four themes; culture, policy procedures, practice and data.
- 11.2. KI asked the committee for any observations around this report and if there is anything the University needs to consider.
- 11.3. The committee raised that data is key and questioned if there is already a policy or relevant procedure in place for staff to student sexual misconduct and whether the University needs a separate policy or if it can be put into an existing policy.
- 11.4. RCo raised not seeing enough with role modelling and how better this can be instilled. RCo questioned if the University need to take a more robust stance on zero tolerance?
- 11.5. RCo asked the committee on ideas on how to take the four themes forward.
- 11.6. The committee discussed making sexual misconduct policies more inclusive and looking at the impact they have on the victims.

- 11.7. The committee discussed disclosure of relationships and raised potential issues around people needing to disclose their sexuality when doing this. RCo stressed that personal relationships are not sexual misconduct, it is covered by The University's personal relationships policy and it is power relationships that are of concern.
- 11.8. The Committee discussed a small group to take the issues raised forward in more detail and review the paper and recommend how the University can take this forward. Recommended members from the SU, staff and union work together on this paper.
- 11.9. KI informed the committee that UUK report Tackling staff-to-student sexual misconduct has been added to the EDI working group to discuss.
- 11.10. RCo confirmed the University have always had a disclosure requirement and that it is not a new policy.
- 11.11. **ACTION: EDI working group to finalise who will take staff-to-student sexual misconduct forward to generate a response.** SJ/ES/KI/HM/SL-P have offered.

12. Supporting our Jewish Community

- 12.1. KI briefs the Committee and shared some statistics on students or colleagues disclosing they are Jewish.
- 12.2. The University adopted the IHRA definition of antisemitism in November 2020.
- 12.3. The Committee notes that the university has an EDI calendar to help with planning events to bring the definitions to life. The committee notes an event scheduled in the next couple of weeks around antisemitism.

13. Suggested Agenda Items for Meeting in June

- 13.1. ES suggested how are The University are feeding EDI issues into the new estate's development. For example: thinking about food offering that reflects all of our communities? KI welcomed an equality impact assessment around the estates planning. RC raised concerns that the estates workshops have not been spread to a wide enough audience.
- 13.2. NB suggested Student and Staff Health and Wellbeing in particular the University's Mental health charter.
- 13.3. Equal Pay report.
- 13.4. Data on EDI training and development.
- 13.5. Equality Impact assessments.

14. Date of Next meeting

- 14.1 The committee noted that the next meeting is scheduled for 21st June 2022 at 2pm.

15. ACTIONS

	Assigned to	Action	Deadline
3.1	RCo, KI to pick up with NW	where the actions are allocated to if they are not to be discussed at the EDI committee.	
4.2	ES	Minutes will now be published externally so the terms of reference are to be changed to open.	
4.3	ES	add RC onto the list of ex officio members on the terms of reference in their Pro Vice-Chancellor role.	
4.4	ES and Secretariat	to look into the terms of reference and minutes to bring in line with the university style and bring clarity of membership to the next meeting.	

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5.3	MR and KI	to add to BAME network agenda.	
5.7	DW	to look into DSA and the timing and bring some suggestions back to the committee.	
7.5	KI	to update the council on the plans for The Race Equality Charter.	
8.4	KI and CR	KI to speak to CR about what phrase the University will include when adopting Antigypsyism definition to include the wider sub-communities.	
8.5	KI	KI take the Antigypsyism definition to senate with a recommendation for approval.	
8.8	ES	to pick up including definitions in the review of the policies.	
9.3	SLP and KI	to continue working on a proposal for Islamophobia definition.	
9.4	SJ, SU and LH	to ask students to contribute in discussions around adopting the definitions.	
11.11	EDI working group	to finalise who will take staff-to-student sexual misconduct forward to generate a response. (SJ/ES/KI/HM/SL-P have offered.)	