Minutes of Meeting

Meeting:	**EQUALITY AND DIVERSITY NETWORK**
Date and Time:	**Wednesday 6 December 2017 at 10.15am**
Venue:	**Council Chamber**

Present:	Adalgisa Giorgio	Chair
	Eve Alcock	Student Union (SU) representative
	Donna Ashford	SU Representative (alternate)
	Adam Bagdu	Student Minds
	Elnaz Bajoori	Economics
	Andie Barlow	Faculty of Humanities and Social Sciences
	Ali Bevan	Management (alternate)
	Mary Clarkson	Human Resources
	Berenice Dalrymple	Race Equality Group
	Marina De Vos	Computer Science
	Salvador Eslava	Chemical Engineering
	Rebecca Fox	Edge Arts
	Barbara Furnival	Student Services
	Kay Gallagher	Research & Innovation Services
	Justin Hodds	Library
	Alice Hovanessian	Research & Innovation Services
	Karen Hunter	Estates
	Alexandra Iciek	Gender Equality Group
	Janina Iwaniec	Education
	Yukteshwar Kumar	PoLIS
	Stephanie Lear	Development & Alumni
	Kang Ma	Electronic & Electrical Engineering
	Antonio Marcos	International Relations Office
	Nelson Oppong	Social & Policy Sciences
	Kimberley Pickett-Mcatackney	SU representative
	Charareh Pourzand	Pharmacy & Pharmacology
	Georgia Prastiti	Postgraduate Association
	Peter Rouse	Health
	Connor Russell	Sports Development & Recreation
	Sarah Stead	Faculty of Engineering and Design
	Danielle Wain	Architecture and Civil Engineering
	Susan Watts	Centre for Learning & Teaching (alternate)
	Melanie Wortham	Careers
	Stijn Wuyts	Physics
	David Young	Student Recruitment and Admissions
In attendance:	Caroline Harris	Secretary & Acting Equality and Diversity (E&D) Manager
	Ben Palmer	SU Community Officer
	Rose Stephenson	HEFCE Project Manager, Student Services for minute nos. 482-485
Apologies:	Kristine Akid	Students' Union (SU) representative

Chris Ashwin	Psychology
Florin Bisset	Student Recruitment & Admissions
Simon Bond	Research & Innovation Services
Helen Davis	Academic Registry
Dawn Hallett	Faculty of Science
Sarah Jones	Management
Linda Newnes	Disabled Staff Group/Mechanical Engineering
Kate Noad	ahs
Hannah Sanderson	Centre for Learning & Teaching

ACTION

482. WELCOME

The Chair welcomed members to the second meeting of the year and noted that several apologies had been received.

Those present introduced themselves.

483. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 17 October 2017 were approved as a correct record and signed by the Chair (Paper EDN17/18-8 refers).

484. MATTERS ARISING

Minute 475 Induction

The Chair reported that she had highlighted the Network's concerns over members being given time for their role to the Committee. The Committee agreed that it was an important role and that it should be part of workload. She suggested that she write to the University Secretary to ask if he would mention this to HoDs for consideration and discussion with their representative when he sends the Annual Return.

CHAIR

During discussion the following points were made:

- A survey would help understand the position in different departments;
- There was concern that a number of hours would be decided as appropriate but agreed that flexibility was essential;
- For administrators it was part of their overall role;
- Of particular issue was when the DSAT Chair was also the representative without being given extra hours for the role.

AGREED to survey members' workload allocation, information to the Secretary by the end of Monday 11 December.

ALL

485. SEXUAL HARASSMENT PREVENTION & TACKLING HATE CRIME AND ONLINE HARASSMENT PROJECTS

The HEFCE Project Manager gave a presentation on the two projects she managed: Sexual Harassment Prevention and a new project on Tackling Hate Crime and Online Harassment. They are both HEFCE funded with match funding provided by the University, with a total resource of £200,000, and jointly owned and run by the SU and the University.

The Sexual Harassment Prevention project was established in June, with the #NeverOK campaign launched in September. The HEFCE Project Manager provided statistics that showed how considerable the issue of sexual harassment is nationally and at the University of Bath. She mentioned the current 1752 Group national survey into staff sexual misconduct in UK HE. The impact on students could be a worse than expected academic outcome and mental health conditions. The project was raising awareness by challenging normalised behaviours, empowering reporting and building the idea of bystander intervention. All 4,000 incoming students were talked to about normalising behaviours and shown the tea consent video, a blog has been created, a website will be available shortly and #NeverOK badges, posters and fridge magnets have been distributed.

Training has been provided through the Good Night Out campaign, to the student Fresher's crew and disclosure training would be provided for staff to increase confidence. Bringing in the Bystander intervention was planned for staff and students as it had been found to help everyone, as the perpetrator and victim could be considered as bystanders. A reporting tool was being developed, a video would be made and specific groups of people would be reached out to (for example, student sex workers, LBGTQ people and male survivors). The HEFCE Project Manager pointed out that the number of perceived false allegations of sexual harassment was much greater than the actual number.

The Tackling Hate Crime and Online Harassment project would work with SARI (Stand Against Racism & Inequality) and covered harassment against, inter alia, gender identity, race, sexual orientation or disability. Some aspects were similar to the Sexual Harassment Prevention project described in detail and the HEFCE Project Manager would also work with the Race Equality Group, the LGBTQ+ group, Enable and the Network. Any reports of hate crime would be co-cased by the SU/SARI in order to support survivors.

During questions the following points were made:

- It would be possible to report harassment that was, for example, both sexual and racist via the reporting tool;
- Support was available from Student Services, the SU Advice Centre and SARI;
- Student sex workers would be made aware that they can access support without jeopardising their degree. Support workers would be trained and, for example, they would provide information on 'National Ugly Mugs', a service for sex workers to report incidents and receive warnings about dangerous individuals;
- There would be a duty of care to both parties where a false allegation had been found and both would be supported;
- The 2014 SU Lad Culture survey had provided the data for the University of Bath statistics;
- Concern was expressed about the high number of staff/student harassment reports. The plans were to speak to staff and students about what was acceptable, work with Human Resources, the Deputy University Independent Advisor would talk with staff on the Bath course and guidance on professional boundaries was needed to protect staff as well. The power dynamic was noted as a potential issue;
- An international group existed to allow female academics to 'buddy up' at conferences to keep themselves safe from sexual harassment;
- Once the 1752 Group report recommendations were available it would be a powerful tool and link with accreditation with the Institute of Physics, for

example. The survey was open until 15 December and students would be encouraged to complete it;

▪ Education was needed on what constitutes sexual harassment, which would be available on the website.

The Chair thanked the HEFCE Project officer for her informative presentation. She can be contacted on r.stephenson@bath.ac.uk for posters or other resources.

486. EQUALITY AND DIVERSITY ANNUAL RETURN 2018

Members received the proposed form for the Annual Return 2018 (Paper EDN17/18-9). The Return had been amended by the University Self-Assessment Team to include data gathering helpful for the Athena SWAN agenda, with the wording further amended by the Committee. The Chair pointed out that some returns may only deal with gender as this was the focus of Athena SWAN but that all protected characteristics should be considered.

No amendments were suggested and the paper was NOTED.

487 MEMBER'S ITEMS

The Sports Development & Recreation representative raised three items:

(1) Creating a testimonial video to promote use of our hydrotherapy facilities for those with mobility issues.

The Sports Development & Recreation representative explained that the hydrotherapy pool was used by people with long term conditions or following accidents/injuries to improve their mobility and quality of life. He advised that members of the public used the pool either paying for the treatment themselves or via privatised healthcare and that the Sports department had free access to it. He would check the position for other members of staff.

(2) Inspiring the LGBT community to become motivated into taking advantage of our sports facilities.

The Sports Development & Recreation representative stated that he was intending to invite Pat Manuel, a transgender Olympic boxing hopeful, to speak at an event to inspire the LGBT community to take advantage of the University's wonderful sports facilities (The Times and The Sunday Times Sports University of the Year 2018). He pointed out that being active increases endorphins which reduces depression.

(3) The investigation Sophie Thomas (BUCS Performance Officer) and Will Galloway (Sport Officer) are doing towards an inclusive culture within sport.

The Sports Development & Recreation representative advised that this was no longer going ahead as Sophie Thomas was leaving the University.

488. REFLECTION FOLLOWING THE INDUCTION SESSION

The Chair asked members to comment on progress they had made within their department following the suggestions made at the previous meeting.

The following responses were received:

- One member meets with the HoD twice per year and refers issues from the Network to the HoD. They hold 2 awaydays per year at which E&D is discussed, using short films or speakers. A sub-group of 6 people has been formed to take ideas forward to address unconscious bias. She would find pooling resources/speaker ideas useful;
- In HR E&D was high on the agenda for discussion and initiatives;
- One department has team meetings monthly and will invite the HEFCE Project Officer to present;
- In one department E&D was on the agenda for every staff meeting for feedback or a presentation/workshop, for example, Going Beyond the Label, a workshop on inclusivity for disabled students;
- One department has an E&D sub-committee;
- Several departments were engaged with Athena SWAN submissions or implementation of action plans;
- In one department the religious and cultural calendar was well-received by staff and students with additional dates suggested and E&D was a standing item on department meeting agendas;
- Edge Arts was making their community programme more inclusive, for example, including Action on Hearing Loss events;
- It was pointed out that sexual harassment can occur on placements and the member would ensure that students were reminded that it was not acceptable in the workplace;
- In one faculty a colleague was sharing the Bystander training;
- In one department staff development included 1 or 2 E&D events every year either looking inwards as a group or receiving presentations/training, for example, on assistive technologies and autism awareness;
- The Disability Service was visiting departments to find out exactly what students did, in labs etc. to improve their knowledge for the inclusive agenda;
- One member had attended the department SSLC meeting to see how he could work with the students;
- Department meetings in Estates were impossible as staff worked 24/7. Information was disseminated via newsletters, noticeboards and all staff e-mails. They had suggestion boxes for raising issues;
- Several members were new into the role, being at either their first or second Network meeting and stated that the ideas gained at the meetings were useful;
- Students/SU representatives at the meeting gave the following updates:
  o The Gender Equality Group have had to cancel an event due to budgetary issues but have reorganised their structure. They were obtaining some funding from the Alumni Fund;
  o The Postgraduate Experience representative reinforced that it was important for postgraduate students to know that they can report any sexual harassment by project supervisors;
  o The Enable Group had made a video to demonstrate the accessibility issues with the Virgil building;

- o The Race Equality Group had received support from the Alumni Fund and alumni mentors for BME students. They queried what training was available to staff on cultural diversity;
- o The SU was creating an app to welcome students from different cultures with information including food, clothes and hairdressers. All societies were being encouraged to involve BME students. The SU had an Anti-Bullying and Harassment Group;
- o The Student Minds group had been looking at barriers faced by people with mental health conditions for the Inclusivity Award.

The Chair pointed out that Objective 7 Action 3 in the Statement of Equality Objectives was 'Equality and Diversity Network used as an effective way of raising level of understanding of equality and diversity in departments' with an update on progress given in Paper EDN17/18-12 page 6.

It was AGREED that an item asking for good practice ideas be added to every agenda.

SEC

489. MOODLE

The Secretary explained that the Moodle page was originally set up to hold meeting papers and information on forthcoming events and provide an opportunity for discussion. It was noted that the new BSS Boards system now held all the meeting papers, which members were successfully accessing, and that forthcoming events were always notified via e-mail. The Moodle page had not been used for discussion and in fact many Network members had never accessed the Moodle page or not done so in the last one to two years. Members had been asked over the past year to send ideas for sessions or speakers to the Education representative, who was maintaining the Moodle page, and none had been sent. The Secretary also advised that whenever membership of the Network changed she was required to update six different lists.

One member felt that it was easier to access the Moodle page as she did not have to find the web address for the BSS Boards system. The Education representative stated that updating the Moodle page was quite a lot of work and she felt that it was not a good use of her time if it was not being used.

AGREED to await the arrival of the new Equality and Diversity Manager in January for a decision to be taken on whether to continue with the Moodle page.

SEC

490. EQUALITY & DIVERSITY COMMITTEE

(1) The Network noted the Annual Report of the Equality and Diversity Committee 2016/17 (Paper EDN17/18-10). The Chair particularly drew attention to Section 2.1 on Network Business.

(2) The Network noted the minutes of the meeting of the Equality and Diversity Committee held on 9 November 2017 (Paper EDN17/18-11).

491. ANNUAL REPORT OF THE STATEMENT OF EQUALITY OBJECTIVES, 2016/17

The Network noted the Statement of Equality Objectives Annual Report 2016/17 (Paper EDN16/17-12).

492. **EQUALITY MATERIALS**

The Network noted Paper EDN17/18-13, materials noted by the acting Equality and Diversity Manager.

493. **PROGRAMME OF MEETINGS**

The revised programme of meetings for 2017/18 was noted:

- Tuesday 6 March 2018 at 10.15am
- Thursday 3 May 2018 at 2.15pm

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The meeting concluded at 11.50am

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Chair: …………………………………………...