

Equality and Diversity Committee

Wed 27 March 2018

Minutes

Present:

Yetunde Ogedegbe, VP SHLS (Chair)

Molly Fergusson, LGBT+ Officer

Vincent Waters, Men's Health and Alliance Officer

Apologies:

Rachel Simpson, President

Monica Allen, Societies E&D Champion

Adrian Lui, GCU Equality and Diversity Lead

Present:

Sara MacLean, Student Voice Team Leader (Clerk)

Caroline Miller, Representation and Advice Manager

1. Apologies

As given above

2. Minutes

As the meeting was not quorate, the 05 Dec 2018 minutes to be brought back to next meeting for approval

3. GCU E & D Update

Adrian gave his apologies but sent in a brief update about the GCU work on equality and diversity including:

- The University's People Committee meeting on 20 March 2019 included a 1-hour strategic discussion on race equality at GCU. This was well received by the Committee and involved a very honest and open discussion about race and racism.
- This was informed by input from an external perspective (Coalition for Racial Equality and Rights) on what the higher education sector and GCU in particular should be doing to promote race equality and address racism.
- There were also internal speakers – the GCU London Equality Champion outlined the importance of addressing race equality from a staff perspective and the importance of hearing the voices of BME people. The team that developed the Intercultural Awareness Workshops for students explained the rationale and approach to developing the pilot module, and its aim to increase cultural awareness and address racism. Some early feedback was shared, which was positive overall.
- The next step is for the University's Equality and Diversity Advisor to scope out a more specific approach to the race equality work and present this to the People Committee on 5 June. The Equality and Diversity Advisor would welcome the opportunity to engage with the Students' Association as part of this process, in particular the Equality and Diversity Committee, and any other relevant stakeholders.

The committee expressed interest in participating in the race equality consultation. **Action: Clerk (SM)** to respond to GCU E&D Lead and to schedule next E&D committee meeting to facilitate the consultation.

4. Officer updates

- a. LGBT+ - LGBT working with sports council with the equality and charter – most, if not all, sports groups have signed up
- b. Men's Health Alliance – as the group is new this trimester, still finding feet and focusing on planning for 2020-21.
- c. International group – headed a campaign for international women's day including a video in which Men's Health and Alliance also backed.

5. Campaigns

Anti-bullying campaign – Still in development. Communications would like examples of bullying at University that can then turned into posters/visuals for the campaign. Clerk (SVTL) developed feedback form but no responses. **Action: Clerk** to redevelop as a Jotform and distribute.,

Chair (VP SHLS) participated in a review of international women's day campaign at GCU. Outcome of review is that GCU events team would like to expand the programme to a week/month and work with student lib/rep officers (Women's, International, MHA) more next year. Discussed possibility of LGBT+ to be involved too

6. Fair representation policy

Committee discusses the current SA policy and the NUS policy on fair representation. Proposal aligns SA's policy with NUS. GCU NUS delegations this year had more woman than men and fulfils NUS policy but SA policy states that the delegations must be split equally. GCU demographics are such that there are more females than males so a 50/50 split would disadvantage GCU females. As the committee was not quorate, the policy to be brought back to next E&D meeting (**Action: Clerk**).

7. ELIR4

Chair updated committee on the Enhancement Lead Institutional Review and ways they can input into the review. Currently drafting the reflective analysis and carrying out listening events for students to feedback. Committee members encouraged to engage with the process.

8. AOCB

None

9. Date of next meeting

TBC