



Equality and Diversity Committee

Minutes

2nd February, 2pm in NH209 (Students' Association Building)

Present	Jodie Waite (Chair), Tanya Ziyenge (BME Officer 2), Sophie Nicholls (LGBT+ Officer)
Absent	Cols Ward (Disabled Students Officer), Robyn Moffat-Wall (Women's Officer), Katherine McGinness (Open Place)
Apologies	Aushna Ikhlq (BME Officer 1), Kellie-Rose Clyde (Sports E+D Champion), Maja Jorgensen (Open Place), Rachel Simpson (Societies E+D Champion)
In Attendance	Aimee Cuthbert (Clerk), Adrian Lui (GCU Equality and Diversity Advisor), Meg McDonald (Student Advisor), RayRay Howard (RH), David Hendry (DH)

1. Apologies

As above

2. Minutes of the last meeting

As no members from the previous meeting were at the committee at this point, the Chair asked for this to be pushed back to the next meeting

ACTION – Clerk bring minutes from 2nd E+D Committee meeting to next meeting

3. Matters Arising

Clerk to liaise with Student Voice Team Leader and get remit approved at 3rd Student Voice if necessary	The Clerk consulted with the Student Voice Team Leader and as the constitution and by-laws will be updated there is no need to do so at this time. Also the idea to change the membership of E+D Committee was approved through Student Voice so no further changes to be made. COMPLETED
Group membership discussion with BME	Clerk met with BME Officer 2 and a plan to increase membership has been discussed and beginning to be actioned. COMPLETED
Clerk to liaise with	The Clerk introduced the BME Officer 2 to the Communications and Media Co-ordinator who sorted

Communications and Media Co-ordinator to sort BME email issue.	the email issues and gave the officer further advice and support COMPLETED
Clerk to invite Equality and Diversity Adviser to the next Equality and Diversity Committee meeting.	The Clerk invited the Equality and Diversity Advisor to this meeting and he is in attendance. COMPLETED
Liberation Officers to consult groups on new group model to 3rd Equality and Diversity Committee to discuss and approve changes.	Reminders sent to liberation officers but no submissions were made before the meeting. Discussions will commence during this meeting of the Equality and Diversity committee. In progress

4. GCU Equality Outcomes Consultation

The Chair welcomed the GCU Equality and Diversity Advisor to the meeting and invited them to lead on this agenda item.

GCU Equality and Diversity Advisor explained his role to committee members and that he was working on the university's new Equality Outcomes in order to refresh them and publish by the end of April 2017. He has currently be conducting focus groups with GCU staff and is now keen to have the student voice as their feedback would be different to staff. He was especially keen to hear student suggestions on what the university could do to ensure not to discriminate against liberation and minority groups. These views can be based on personal experience or stories heard within groups.

GCU Equality and Diversity Advisor then asked who from the committee wished to contribute and what the best way of doing this would be – on a one to one basis or as a group. To explain more about the discussion, a hand out with the context behind the consultation and expected questions to be asked was handed out to the committee. It was also commented that he could be flexible with meeting groups or individuals but was keen to have a draft in place by March so the group knew the deadlines he was working towards.

The Student Advisor commented on the statistic used on the hand out that stated women were less likely to obtain a degree than men was interesting in a GCU context as a lot of women students came through the School of Health and Life Sciences and then asked if this would change. The GCU Equality and Diversity Advisor stated he couldn't see it changing but this could be possible.

The Chair then asked the committee if they were interested in being involved and how they felt GCU achieves equality for groups. The Chair also said that all liberation groups would be asked.

ACTION – pass on Equality Outcomes Consultation to all liberation groups

RH stated they would be happy to be involved. The Chair said she would pass on GCU Equality and Diversity Advisor's contact details to all groups.

At this point GCU Equality and Diversity Advisor left the meeting.

5. Students' Association Equality and Diversity video

The Chair then welcomed the Student Advisor to the meeting and invited them to speak on this agenda item.

Student Advisor explained their role in the Students' Association and that she, with the other Student Advisor, were tasked to update the organisation's Equality and Diversity video as it was out of date. The current video was then shown to the committee so they were informed of what the video would look like.

For the new video the Student Advisor wanted to feature the Equality and Diversity committee having a meeting and do individual interviews with the members, if all were happy and available to do so. Student Voice will also be filmed along with good practice in all student groups as there is a lot of good practice going on including the GCU Sign Society and the Physio society Happy Families Quiz.

The committee was then asked if they were happy to be involved to which all members agreed.

DH asked if it was possible to have sign translator throughout the video as this would be a great idea. Student Advisor agreed this was a good idea but if it was not possible then subtitles would definitely be used. DH also suggested that having the committee interact with each other when being filmed was a good idea.

Student Advisor thanked the group for their suggestions and mentioned there would be prompt questions to help the video along which would roughly be 3 minutes in length.

The Clerk mentioned at this point that the next meeting had been scheduled and if this date would work for the Student Advisor. She said it could be but that she would consult with the other Student Advisor and get back to the committee.

ACTION – Student Advisor to inform Clerk if filming will take place at the next meeting

LGBT+ Officer mentioned that they had a core class they needed to attend so could not come to that committee meeting but can do a one to one interview at another time. The Chair said that she would get the other Full Time Officers involved as well.

RH and DH said they would be happy to attend this meeting also.

At this point the Student Advisor left the meeting.

6. GCU Equality and Diversity Update

The Chair said that they had no updates for this point as another meeting had yet to take place.

7. Upcoming Campaigns

The Chair invited the liberation officers to update on any campaigns they were planning.

LGBT+ Officer updated that it was LGBT+ History Month so will be working with the society to plan events. Once a plan has been identified, details will be passed onto the Clerk to help promote. Initial plans would be to spotlight issues within the community such as gay conversion therapy and to education about awareness and acceptance of the community in other countries, especially in the wake of the situation in the USA. The Clerk commented that this sounded an interesting plan and was looking forward to see what happens.

RH said the LGBT+ society recently held a movie night so people can come and chill out.

BME Officer 2 stated the other BME Officer was currently unwell but they are trying to establish a group by meeting with those who have said they are interested then take it from them. They recently met with the Clerk to discuss how to communicate with interested students so will begin to take these forward. The Chair felt this was a good idea as the group had been inactive for some time and to keep the Clerk in the loop.

The Clerk updated on behalf of the Women's Officer. The Women's campaign had a stall at Refreshers and is looking to have more regular meetings. They were also planning to attend the Inspire Her Future event this Friday.

The Chair updated on behalf of the Disabled Students' Officer. The Officer has currently been inactive after UK Disability History Month so the Chair and Clerk are currently reaching out to the officer to see about their future in their role.

The Chair also encouraged any women members to go to the Inspire Her Future Event on Friday as they were keen to have intersectional women involved, especially BME women.

8. Liberation Group Consultation

The Chair introduced this item explaining this was a continuation of previous discussion on the future of how liberation groups are run within the Students' Association by getting ideas from the committee. Liberation groups were asked previously to discuss with their groups so final discussions would take place at this meeting.

DH mentioned that although liberation groups got to go to conference that RH had went to the NUS Scotland Trans Conference. RH then mentioned there is an exception in how LGBT at GCU works as there is the group and the society.

The Chair informed the group that societies can have allies but as we are affiliated with NUS that only self-defining people from liberation groups could attend conferences. The Chair also asked the committee to consider what societies had the liberation groups currently did not that could be considered.

RH mentioned that LGBT+ wasn't a group when they started in the role so was not fully aware of the support available for both. At present the LGBT+ society and officer worked together as allies and this worked well. LGBT+ Officer agreed with this point as she did not agree that anyone should be excluded from liberation groups, especially allies.

RH felt that a separate group to do campaigning would be good but would like to keep both. LGBT+ Officer said that it was good to have the support from the society, especially on campaigns, as there was no group at present.

The Chair then added that liberation groups do have the option to open their group to allies as they were autonomous so could do so if they wished. The Women's' group have always decided to only have defining women in the group and as they are autonomous they can choose to do this. The Chair commented that these differences needed to be communicated as members and groups may not be aware.

RH mentioned it would be good to have groups decide each year what they wished to do. The Clerk reminded that as the liberation groups were autonomous they could definitely do this. The Chair then interjected that the bulk of discussion was around membership and that liberation groups could choose to open to all – Disabled Students Group chose to do this last year – but that societies cannot make their group just for self-defining and that they should be open for all. The Chair felt this aspect also needs to be made clearer.

RH then asked if liberation groups would need to re-label and how funding would change. The Chair mentioned that there was a Liberation fund that is currently used but groups could have separate accounts if they wished. RH thought the idea of a separate account for each group would be easier. The Clerk then reminded the committee that there was a campaigns fund that could also be accessed by liberation groups. BME Officer 2 felt that the way the funding system worked at present was fine but it also should be noted that once students have a campaign they want to do they know they have liberation funding and campaigns funding.

DH then asked about the difference in FTO support in terms of Policy Lead and FTO Champion. The Chair then clarified that the Policy Lead would decide how societies operate and societies would have to follow this, whereas FTO Champions are there to advice and support but cannot change anything about liberation groups or tell them what to do as they are autonomous. FTO Champions can also help with changing policies within the university and Students' Association and each FTO has a liberation group to champion so all FTOs have Equality and Diversity on their remit. RH said they liked this as it meant less pressure on one officer.

The Chair thanked the group for their feedback and that a definite lesson was that groups should be more aware of the difference in groups. RH then asked if liberation groups could get sponsors as this could currently be done within a society. The Chair was not sure so this would be double checked.

ACTION – check if liberation groups can get sponsors and partners

9. AOCB

None.

10. Date of Next Meeting

The date of the next meeting 13th March 2017 at 2pm in NH209 (Students' Association Building)