



Equalities and Diversity Committee

Wednesday 12<sup>th</sup> February 2020

Present:

Moses Apiliga (VP GSBS) (Chair)  
Adil Rahoo (International Officer)  
Vincent Waters (Men's Health and Alliance Officer)  
Gillian Poynts (Student Carer's Deputy Officer)  
Tabitha Nyariki (International Deputy Officer)  
Maggie Huminiecka (Mature and Part Time Officer)  
Zoe Nichols (Sports E&D Champion)  
Monica Allen (Societies E&D Champion)

Apologies:

Grace Nyariki (BME Officer); Ntsiki Mkhize (BME Deputy Officer); Maria Nagy (Women's Officer);  
David Grimm (Care Experienced Officer); Caroline Miller (Representation and Advice Manager);  
David Howie (Open Place)

Present:

Sara MacLean, Student Voice Team Leader (Clerk)  
Adrian Lui (GCU Equality and Diversity Lead)

### **1. Apologies**

As noted above

### **2. Minutes**

Meeting was not at quorum so minutes of 20.11.19 to be deferred to next meeting

### **3. New members welcome**

Chair informed committee there was a new deputy officer for Student Carer's

### **4. Black Attainment Gap**

Adrian Lui discussed GCU response to the Black Attainment Gap. A Short life working group has been established and includes students including Moses and Tabitha. Have created a list of recommendations that will be presented to GCU executive. Around half of the proposed recommendations were staff focused and half student focused. As part of another working group, there will be a survey sent out for BME students to explore their experience more in depth. Recommendation will be not just supporting students but also the systemic inequalities that exist, that this needs to be addressed across the sector.

Moses, Tabitha and Sara explained the Black Attainment Gap- that equivalent individual who define as BME graduate with lower degree qualifications. Student involvement will be important.

### **5. Working with Careers Services**

Moses has been in contact with careers services about how we can work together. EDN group working with careers on a workshop targeting students within their group. Other groups who are interested can contact Moses or Elaine in Careers. Mature may be interested but feedback is that careers is not mature focused. This has been informally raised with careers.

## **6. Upcoming campaign**

**6.a** Moses to feedback to group date(s) of campaign. **(Action: Moses)** Group watched the video from university of Leicester's Stand Together. Group agreed the animation was a good method but the video was too long. Group discussed: What is the purpose of the video – to target all students and possibly staff, to showcase inclusion. Reporting mechanisms around racism, or GBV a reporting tool. Discussed anonymous.

**6.b** University is planning International Women's Day activities. If interested in getting involved contact with Eilidh

## **7. Group Name**

Discussion delayed due to no representatives of Disabled Students group.

## **8. Updates**

**8.a** LGBT – weekly meetings, Glitterball on 26 Feb for LGBT month; working with Susan for gender neutral toilet signs

**8.b** Sports – Sports ball soon, Pride month sports campaign - for Taxi Cup we are doing Rainbow Laces but would like to do it bigger. Sports clubs are getting involved feel fab feb and introducing come and try. International women's day – send Sara/Eilidh and email about what they want to do. Sports Council chair has been working with the EDIT for LGBT+ visibility in sports

**8.c** International – contacted LDC and also meeting with international students about the aspects that they need more support for. Rachel and student wellbeing and how they can collaborate, will be meeting. In touch with the other international officers of other unis/colleges.

**8.d** Men's Health Alliance has been disbanded at Student Voice

**8.e** Mental Health – Vincent has taken over the remit of Mental Health officer. Work includes continuing on suicide especially in young men population specifically peer support Mind the Men, for men who have attempted or thought about suicide. Involvement in Feel Fab Feb. ongoing initiative with LGBT and Care Experienced, Student Carers and Susan on a bigger project that will be discussed at next meeting

**8.f** Societies – Lora is making sure E&D policy is put out. Societies had refreshers event with participation from representation and liberation groups.

**8.g** Mature – involved in feel fab feb – working on mature healthy bodies and how bodies can be important to pay attention to ensure they are healthy. How to take care of yourself when they are really busy – productivity increase. Holistic – mind and body. Mature student room will have a launch soon.

## **9 GCU Equality and Diversity Update**

Tackling racism working group is being discussed. New accessibility legislation is being phased in- the university has a duty to make all our digital assets accessible in line with standards. Current

layouts/font sizes, pictures etc. A working group is overseeing this work. Promoting the use of Blackboard Ally to staff, a tool that gives accessibility ranking/

#### **10. Officer transition**

Groups encouraged to start thinking about how they will transition to next academic term. Groups are self-governing so leadership decisions are up to them. If you would like support in your transition, we can help.

#### **11. AOCB**

Review of disabled parking – Moses to follow up (**Action: Moses**)

Quiet room has now been open. No booking system. Group suggested an “engaged” sign. (**Action: Moses**)

Group discussed upcoming Industrial Action: What will the university be taking for those students who need extra support, how will these services be effected?

All students at the meeting had been effected by strikes –wellbeing was closed for example. Psychology has a lot of disruption; sociology/history/criminology was disrupted. Most classes in business, sports were cancelled. Emails not being answered.

#### **12. Next meeting**

Wed 11 March at 1pm in NH209