

Equality and Diversity Committee

Wed 5 December 2018

Minutes

Present:

Yetunde Ogedegbe, VP SHLS (Chair)

Susan Docherty, Mature and PT Officer/ Women's Deputy Officer

Tara Campbell, International Officer

Daniel Vilafranca, Sports Diversity Champion

Apologies:

Sarah Cullen, Women's Officer

Nicole Kusel – McCroy, LGBT+ Officer

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

The 09 October 2018 minutes were approved.

2.1 Matters arising

Yetunde has discussed with MA and contacted: Saudi Arabian ACS, Bulgarian and Erasmus, Nigerian society and into student – Resolved

Make flyers on women meet and greet: Did do flyer but poor attendance. – Resolved

Liberation dates distributed and will be emailed to all members. Officers who would like to attend to contact SM at least one month in advance – Resolved

3. Healthy body health mind

Encourage all groups to think about how they can contribute to promoting wellness. Is anyone doing anything related to promoting wellness? Contact Yetunde.

Working on a smoking campaign – concerns about smokers at the door of the Students' Association. Yetunde updated on promotional material and stalls. Adding a smoking area was discussed as well as issue of access to smoking areas and enforcement. Also a discussion on how more mindfulness and stress/coping workshops to help combat need/desire for smoking. Ask Rachel about the smoking working group and the placement of smoking shelter **Action: Yetunde**

Discussion of the current Women's group video and how it discusses some health campaigns that the women group are/will run. The healthy body, healthy mind logo to be added to video **Action: Sara**

4. Anti-Bullying Policy

Bullying is often persistence but underreported. There is currently guidance on GCU about harassment that includes bullying but more need to be done to differentiate bullying from harassment and to inform students about what is bullying. A paper was presented to the committee that outlined a possible policy. The committee was asked whether they wanted it to be a standalone policy, an appendix of the equality and diversity policy and/or an information campaign.

This discussion raised that clearer connections with bullying to human rights should be established and that the advice centre page could have links/definition of bullying. Further, there is an established harassment network first responders for harassment/bullying anyone can contact to have a confidential chat. Advice centre can advise on complain processes while others signpost to advice centre. The need to collect evidence is important. Cultural differences can also impact.

The group would like to see an awareness campaign as well as the policy proposal. Discussion on how this campaign could be produced included: A bullying campaign based on erase the grey; Collaborative campaign amongst the groups to promote anti-bullying; Training on anti-bullying with a badge for students to wear that "I'm here to help" like the Black dog badge for depression.

ACTION: Yetunde to form collaborative space for members to discuss campaign and to bring ideas for a visual campaign to E&D next meeting.

Yetunde to speak about expansion of harassment network or such to the students with AL.

5. GCU E & D Update

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

1. The main equality and diversity priorities are currently:
 - Staff mental health – our new Mental Health at Work Taskforce has the role of developing an action plan for GCU
 - Supporting people with disabilities through the [Disability Confident](#) scheme
 - Continued promotion of our Preventing Gender Based Violence work through our working group, policy and action plan
 - Intercultural Awareness – a pilot 1 hour module for Level 1 students has been developed and initial discussions have been held to consider this for staff
 - A focus on race equality is being developed to consider potential areas of focus (e.g. equal pay for staff, attainment gap between 'white' and 'black and minority ethnic' students)
2. A key development in the governance of equality and diversity at University is the formation of the People Committee:

- This merges together the previous Equality and Diversity, Health and Safety and Staff Policy Committees to provide a single, integrated focus for all people related issues

6. Officer updates

A. International

27th Nov – had a meeting discussed issues. Yesterday there was a social but the all student email didn't go out in time. Starting to create a database of students who are interested

B. Women's

Video to promote group, meeting planning, women's history month

C. Mature Student

Campaign on age discrimination in March, Easter egg campaign for supported adults/elderly

D. Sports

Show racism the red card campaign including Photos and video. Mental health will be the video campaign for next trimester. Stonewall Rainbow laces will be introduced to a wider range of clubs given its success in last year football group.

E. Men's health

We are currently recruiting an officer. All can apply. Encourage them to join.

7. Upcoming campaign

International and women are supporting rape crises It Stops Now campaign with a kick-off event on Jan 23

8. AOCB

Rachel discussed the mental health officer proposal. Members to read and to give feedback via email

A vote for the disability champion, Rachel Simpson, to host a Disability history month activity on the intersection of LGBT+ and Disability including accessing funds for the group as there is no current officer was taken. It passed unanimously.

Free sanitary products at the advice centre

Encouraged committee member to standing in an election and promote to their groups.

9. Date of next meeting

Date to be moved as it clashes with elections. TBC