

EDI Committee

Minutes | Wednesday 15th September 2021 14:30-15:30

Present: Ian Mills (IM), Emily Hotine (EH), John Gilbert (JG), Jo Snoeck (JS), Claire Edwards (CE), Odette Dawkins (OD), Alastair Lamb (AL), and Eleanor Wilson (EW)

Not Present: Gurdeep Mannu (GM), Susan Patchett (SP), Liset Pengel (LP), and Regent Lee (RL)

Location: Microsoft Teams

<p>Agenda Item 1</p>	<p>Welcome and Apologies</p>
<p>Agenda Item 2</p>	<p>Minutes of last meeting</p> <ul style="list-style-type: none"> • EH is analysing the 2020 survey data, creating summaries and will be presenting the findings at the Q&A on the 30th September 2021. • EH is also preparing a more detailed bullying and harassment focused report for the next Management Executive Board. The level of B&H is not going down, and we are seeing an increase in men experiencing and reporting B&H. EH is also analysing the impact this experience has for those members of staff on other survey responses (for example how do you feel about NDS).
<p>Agenda Item 3</p>	<p>New action plan drafting</p> <p>The Athena Swan renewal is due 14th January 2022, our draft will be reviewed by a mock panel in October 2021.</p> <p>The self-assessment is done and has identified the following key priorities:</p> <ul style="list-style-type: none"> - Drop-offs in female staff in career pipeline for researchers and academics (especially at associate professor level and upwards and especially in especially non-clinical pipeline). Female representation is good for grades 6-10. In the clinical pathway there is less female representation, and the drop-off happens earlier (at clinical lecturer stage). We will need separate action points to address both pipelines. - Majority of PS staff are female staff, and we need actions points to address gender imbalance - We are lacking black staff in all areas in the department - Bullying and harassment (has not decreased)

	<ul style="list-style-type: none"> - Health and wellbeing <p>This resulted in the following key themes in our application:</p> <ul style="list-style-type: none"> - Representation - Career development - Data - Culture (includes B&H and health and wellbeing) <p>IM asked whether these issues arise in the same intersectional population of staff (for example are these BME male staff)? EH said this is not necessarily the case, we see different contributions to spread in answers (gender in one, having experienced B&H in another, being a line-manager in another). But consistently, experience for women and BME is generally lower.</p> <p>EDIC brainstormed new action plan points on Teams whiteboard, which can still be accessed via the EDIC meeting details in Teams.</p>
--	---

Agenda Item 4	EDIC membership table: person summaries
	To be discussed at next meeting

	Actions for EDIC	Decision / Outcome
Previous actions	<ol style="list-style-type: none"> 1. EH will analyse 2021 survey data in more detail and will create summaries for department and EDIC 2. EH to organize a session for department that looks at intersectional survey data and brainstorms actions for future action plan 3. EH to compile B&H report for exec committee 	<ol style="list-style-type: none"> 1. To be shared in HoD Q&A 30/09/21 2. To be shared in HoD Q&A 30/09/21 3. To be created alongside departmental summary and shared in next MEB
To be discussed at next SAT (new actions)	<ol style="list-style-type: none"> 1. EH will share B&H report with MEB 2. EH will continue to draft AS renewal draft for mock panel 	

	Actions for other committees or Management Board	Decision / Outcome

	Date of next meeting
	Wednesday 13 th October 10:30-11:30