

SAT Working Group

Minutes | Tuesday 18th May 2021 13:00-14:00

Present: Ian Mills (IM), Emily Hotine (EH), John Gilbert (JG), Jo Snoeck (JS), Gurdeep Mannu (GM), Claire Edwards (CE), Louise King (LK), Katherine Corr (KC) and Lisa Bjork (LB)

Location: Microsoft Teams

Agenda Item 1	Welcome and Apologies
Agenda Item 2	Minutes of last meeting
	<ul style="list-style-type: none"> Minutes were reviewed and approved
Agenda Item 4	New renewals process
	<ul style="list-style-type: none"> EH outlined the new renewals process <ul style="list-style-type: none"> New Athena SWAN principles encompass a more intersectional approach, addressing challenges to members of the trans community, intersectionality, structural inequalities and gendered impact of career breaks and short-term contracts. KC has said the University has requested clarification on Advance HE's expectations of departments and their limited influence in, for example, addressing structural inequalities New renewals process is shorter (5500 words) with less mandated questions and a new mandated core survey NDS will apply under the new renewals process in November 2021
Agenda Item 5	Survey Update
	<ul style="list-style-type: none"> KC ran through the new survey dashboard, demonstrating the themes, benchmarking and demographic data The survey data now includes (some) ethnicity, disability, gender identity and mental health data, although the depth of this data depends on number of respondents NDS scored highest in division in wellbeing and workload section of survey. 5th highest in University. 1st in University departments with >24 members of staff

	<ul style="list-style-type: none"> • For all themes, NDS was ranked in the top 5 departments in MSD • There has been a drop in positive responses since 2018, although we still perform favourably compared to wider HEI benchmarks • Main areas to work on include career development (particularly mentoring) and B&H • For NDS, there is often a wider spread in responses based on role type compared to other factors (e.g. gender) • CE suggested compiling a report on B&H survey data for the executive committee to justify further actions in this area • KC mentioned there is divisional work being done on bullying and harassment. SAT discussed barriers to reporting (fear of repercussions, lack of representation in B&H advisors, etc). • EH gave quick summary of race data in survey. Noted that numbers are not high enough to disaggregate beyond 'white' and 'BME'. <ul style="list-style-type: none"> ○ BME staff showed greater awareness of career development opportunities ○ BME staff less comfortable discussing training needs and mental health with line managers ○ BME staff less satisfied with pay and benefits package – may be linked to workload issues ○ BME staff showed greater confidence in line manager section (administering HR policies, supporting staff in their career development, etc.) ○ BME staff gave more positive responses in relationships section than being managed section – there is an implication that they have a more challenging relationship with institutional structures than colleagues ○ Results raise questions over the role of occupational segregation in race-driven disparities
--	--

Agenda Item 3	New committee structure
	EH informed the group that the committee will now proceed as the Equality, Diversity and Inclusion Committee (EDIC). Anyone who did not choose the EDIC as their first choice committee will most likely not be assigned to the EDIC, but everyone is welcome to continue serving if they wish to do so.

Agenda Item 5	AOB

	Actions for SAT Working Group	Decision / Outcome
Previous actions	<ol style="list-style-type: none"> 1. JS to send out logo competition 2. EH to look into creation of NDS specific pride lanyards 3. EH to speak to Claire Hann, who is working with POD to create a list of all potential mentoring opportunities for University staff and advertise current mentoring opportunities to department 4. EH will continue reaching out to Oncology to move the interdepartmental mentoring programme ahead 5. EH will raise idea of multiple coffee breaks across sites at the same time to Events Committee 	<ol style="list-style-type: none"> 1. Completed. 2. EH emailed Charlotte Smith in RDM and will await reply 3. EH emailed Claire Hann and will await reply 4. Aiming for October relaunch 5. There hasn't been an Events Committee meeting but EH will raise when there is 6. This will tie in with the chart that will be included in the renewal and will be posted then

	<ol style="list-style-type: none"> 6. EH to put site maps on the Staff Gateway showing who is working where 7. LK to work on incorporating where people work on their pages on the website (with help from LB). 8. EH to speak to LK about improving visibility of job adverts 	<ol style="list-style-type: none"> 7. LK has begun and will continue doing this 8. Meeting booked for next week
To be discussed at next SAT (new 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 	

	Actions for other committees or Management Board	Decision / Outcome

	Date of next meeting
	Wednesday 15 th September 14:30-15:30