



### **Equality and Diversity Strategy Committee**

Minutes of EDSC meeting held on 12 March 2019  
Melville Room, Level 4, Gilbert Scott Building

**Present:** Principal Anton Muscatelli (Convener), Prof Anne Anderson, Mrs Christine Barr, Prof Frank Coton, Dr David Duncan, Mrs Emma Gilmartin, Prof Neal Juster, Miss Lauren McDougall, Dr Sylvia Morgan, Prof Jill Morrison, Prof Roibeard O Maolalaigh, Ms Fatemeh Nokhbatolfoghahai, Miss Rachel Sandison, Dr Helen Stoddart, Ms Lesley Sutherland, Ms Mhairi Taylor

**Apologies:** Mrs Bonnie Dean, Dr Robert Partridge

**Attending:** Mrs Janell Kelly (clerk), Ms Emily Gough, Dr Mark Mortimer

#### **1 Welcome, apologies and introductions**

The Convener welcomed members and noted the apologies received. The Convener welcomed Dr Mark Mortimer, attending to speak to Agenda Item 4, and Miss Emily Gough, observing the meeting in her capacity as Gender Equality Intern within the Equality and Diversity Unit. The Principal also welcomed Mrs Emma Gilmartin, Head of Social Media and Student Communications, as a new Committee member.

#### **2 Minutes of the Previous Meeting – EDSC/20181203/Minutes1.0**

The minutes were approved as an accurate record.

#### **3 Matters arising from meeting held on 3 December 2018 – Paper 1**

The Convener noted most actions from the previous meeting were marked as complete. Updates on other Actions were provided as follows:

##### Action Point 1 – Preparations for exams re Ramadan and Eid al-Fitr

M Taylor advised, following initial discussions with Robert Partridge, Registry and Senate Office, as Ramadan falls during only part of the main examination diet and Eid al-Fitr falls after the end of exams, the proposal will be to apply the same recommendations as last years.

N Juster advised GUMSA (Glasgow University Muslim Students' Association) had enquired how the 'Good Cause' process would be applied this year. M Taylor confirmed guidance for students on 'Good Cause' would be discussed at a further meeting.

**CLERK'S NOTE:** Guidance issued to all students and to Schools and RIs, for the attention of all Exam Boards and Good Cause Committees:

[https://www.gla.ac.uk/media/media\\_580332\\_en.pdf](https://www.gla.ac.uk/media/media_580332_en.pdf)

##### Action Point 2 – EDSC Membership

Members noted discussions were ongoing to agree new Age and Gender Champions and acknowledged the current membership does meet the agreed 40:40:20 gender split.

Action Point 3 – Gender Based Violence

C Barr advised Universities Scotland plan to distribute new leaflets and posters in the near future.

Action Point 6 – E&D Essentials Training Statistics

The Convener agreed to assist with emphasising the need to complete the mandatory course, as part of the communications related to the PSED Mainstreaming Report and Staff Equality Monitoring Report, to be discussed under Agenda Item 5.

**ACTION: EDU**

**4 Institutional Code of Practice for REF 2021 – Paper 3**

M Mortimer presented the current draft Code of Practice for REF2021 (Research Excellence Framework) noting this would be further developed prior to submission to the SFC on 7 June. He noted the paper focuses on the proposed arrangements for considering individual staff circumstances, and the process of evaluating their impact on REF-eligible outputs.

Members noted, in a change from the last REF, staff will have to voluntarily declare their individual circumstances, even if the University is already of some of these (i.e. know Maternity/Sick leave). M Mortimer referred members to page 3, which sets out the proposed arrangements to communicate the process to staff. He asked for comments.

Members reflected that, due to the intrusive nature of the previous REF process in relation to disclosure and evidencing of personal circumstances, staff may be reluctant to come forward this time and noted smaller Units of Assessment could be particularly affected by this. D Duncan suggested including an option to provide confidential advice to staff.

Members noted there is scope to appeal a decision. As such, an appeals process must also be set out. The Principal agreed EDSC should have sight of the updated Code of Practice at the next meeting, prior to submission to the SFC for approval.

**ACTION: M Mortimer**

**5 Public Sector Equality Duty - Reporting requirements 2019**

5.1 – Mainstreaming Report – Paper 4

M Taylor reminded members that as part of the Public Sector Equality Duty, the University is required to produce a biennial Mainstreaming Report. She advised this latest round of reporting requires a progress focussed report covering the last two years, rather than a forward-looking full refresh of Equality Outcomes.

M Taylor highlighted the sector as a whole previously focussed on gender related examples. A broader range of mainstreaming examples have been included in this report. She advised the reporting deadline was 30 April 2019, should members wish to suggest additional content for inclusion.

Members welcomed M Taylor's intention to seek the assistance of Communications and Public Affairs in highlighting the report to the wider University community, showcasing the broad range of equality related work being undertaken throughout the University.

Members commended the report and approved it for publication, along with any suitable additional content.

### 5.2 – Staff Equality Monitoring Report 2018 – Paper 5

M Taylor reminded members the annual report forms another part of the publication requirements under the PSED and referred members to the Executive Summary, which detailed the main changes and challenges revealed by the latest set of data. She highlighted the inclusion of a full section by Sexual Orientation for the first time.

Members noted the continued apparent disparity between the application and success rates for job applicants from Black, Asian and Minority Ethnic (BAME) backgrounds. The Convener suggested an examination of applications to a small number of Schools be used to investigate if, as suspected, speculative applications from unqualified international applicants may explain the low BAME success rates.

**ACTION: EDU**

M Taylor confirmed Court would receive both Mainstreaming and Monitoring Reports via HR Committee, confirming the Case Management section (marked as Confidential) of the Monitoring Report would be removed first.

**ACTION: EDU**

## **6 Slavery, Abolition and the University of Glasgow – Paper 6**

Members heard from D Duncan, as Chair of the History of Slavery Steering Group, on progress made in relation to the objectives. He reported the following:

- Memorandum of Understanding with the University of the West Indies has been drafted. It was hoped this would be signed in the near future.
- Work continues to create the new, named professorship and establish the new interdisciplinary centre. The creative arts and sciences events series will be led by the new centre, so will be established following its set up.
- Announcement already made of the naming of the James McCune Smith Learning Hub.
- Wording for the commemorative plaque to be displayed in the Cloisters, has now been agreed and will be in position to coincide with International Day for the Remembrance of the Slave Trade and its Abolition – 23 August.
- Hunterian Museum exhibit is not yet ready but an exhibition of archival materials will be held in the Chapel, again in August.
- Additional related outreach work including the publication of a graphic novel for use within Glasgow City Council schools has also been undertaken.

R Sandison clarified the proposed scholarships would be for both UK and University of the West Indies students. She also reported, following the release of the report, External Relations had seen an increase in requests for partnerships and sponsorship of events – most of which were unsuitable. D Duncan acknowledged this was to be expected and agreed there was a need to develop a form of words which could be used to manage expectations around this.

**ACTION: D Duncan/ R Sandison**

D Duncan agreed to keep the Group informed and to provide updates over the next two years, as work progresses.

**ACTION: D Duncan**

## **7 Staff Items**

### 7.1 – Staff Survey 2018 Results

Members received M Taylor's presentation which provided more detailed analysis of the survey results, this time including statistics for BAME staff and in relation to bullying and harassment.

Members noted:

- A steadily increasing response rate from BAME staff, however this remains below demographic statistics in Core.
- Disabled staff, Lesbian women and Bi-sexual staff responses were less favourable to the bullying and harassment questions.
- While Trans staff results are also less favourable, this group was very small.

M Taylor reported discussions had already taken place at the specific Equality Groups in relation to these results and provided information on future actions stemming from those discussions.

Members discussed the poorer results in relation to work-life balance and for Carers and voiced the need to encourage a supportive culture, which fosters and encourages more flexible ways of working.

## **8 Student Items**

F Nokhbatolfoghahai confirmed most student items had already been discussed at the various Equality Groups.

### 8.1 – Generation Identity

L McDougall highlighted the SRC's concern with the growing presence of the Alt-Right group on campus, noting fly posting and the recent public targeting of a member of staff. Members noted Security had acted as soon as possible to remove the offending posters and support had been provided to the staff member concerned.

L McDougall emphasised the SRC's support for 'free speech' but stressed the need for the University to issue a public statement against such groups. The Convener and members endorsed this.

D Duncan agreed to meet with L McDougall, along with the Director of Communications and Public Affairs, to discuss options for shaping a suitable statement. **ACTION: D Duncan/SRC**

## **9 Equality Champions Updates**

### 9.1 Disability Equality Group

F Coton reported issues relating to Disabled Parking had again been raised. He expressed his frustration and emphasised the need to prevent such issues occurring in the first place, through better planning and awareness of disability needs and issues becoming a matter of normal practice.

D Duncan agreed, noting many parking issues related to contractors and deliveries. He recognised there was a need to clearly differentiate between delivery and parking areas. He confirmed he would work with Estates and Security to address this. **ACTION: D Duncan**

F Coton also advised the SRC had raised the need for an awareness campaign on hidden disabilities and proposed to work with the Library on this.

He reported, following a Guardian news article about the levels of Disabled Student Allowance claims at this University, the group will consider and discuss a report by Planning and Business Intelligence at the next meeting.

### 9.2 Gender Equality Steering Group

A Anderson confirmed the intention to submit a University level Silver Athena SWAN application in the Autumn, with part of the preparation involving an evaluation of the impact of the Academic Returners Research Support Scheme (ARRS) operated across the University.

A Anderson also advised the subject areas covered by the SFC's Gender Action Plan have developed a number of projects and initiatives designed to address the gender imbalance in Undergraduate participation.

### 9.3 – Mental Health Group

D Duncan reported there had been good progress made with the Action Plan but recognised there was still much to do. He highlighted the SRC's sustained and innovative work in this area.

### 9.4 – Gender and Sexual Diversity Equality Group

R O Maolalagh reported the Group's recent discussions:

- The University's main celebratory event for LGBT History Month was a talk given by Prof Mary McAleese, which was extremely well attended and received. This talk was audio recorded and will be made available to staff and students by EDU.
- University IT systems 'outing' trans students by showing 'dead' (birth) names.
- LTDF project 'Embedding LGBT equality into the curriculum and classroom' is progressing well.
- Reports of Transphobic graffiti found in toilets.
- Second LGBT Allies session for staff was delivered by Stonewall Scotland in February.
- Group and EDU considering merits of participating in the Stonewall Workplace Equality Index benchmarking tool for employers to measure their progress on lesbian, gay, bi and trans inclusion in the workplace.

R O Maolalagh also advised the Group will be considering a change to the Group name and Champion title. Members welcomed this, due to confusion with the Gender Equality Champion and related that related Group.

### 9.5 – Refugee Update

J Morrison reported she had been working with Cara (Council for At-Risk Academics) to try to assist two 'at risk' academics. She emphasised the complexity of the technicalities involved in this endeavour.

Members acknowledged this and suggested contact be made with CARA's Scottish office, based at the University of Edinburgh, for best practice advice. C Barr offered to provide guidance on the Visa regulations.

**ACTION: J Morrison/C Barr**

J Morrison highlighted this work with Asylum Seekers did not fall under the 'Refugee' umbrella and suggested the Champion's title should reflect this additional area of work.

**ACTION: J Morrison/M Taylor**

### 9.6 – Race, Age and Religion and Belief Reports

M Taylor provided short verbal updates on behalf of the other Champion's areas, noting N Juster had already reported on Religion and Belief before leaving the meeting to attend another business meeting.

She highlighted the following individual items:

**Race Equality**

- New Co-Chair, Prof Satnam Virdee, appointed.
- Additional representatives from Learning Enhancement & Academic Development Service and External Relations added to membership.
- University responded to the recent EHRC enquiry on 'Racial harassment in higher education'.
- SRC hosting focus groups with BAME students to look at learning, teaching and campus climate experiences.

**Age Equality**

- Institute of Health and Wellbeing have an Athena SWAN Older Workers sub-group.
- The University hosted its first Menopause related event. Professor Mary Ann Lumsden provided her clinical expertise at the well-attended café style event, organised by EDU's Dr Katie Farrell.
- Talks are ongoing to identify a new Age Equality Champion.

**10 Items for Information**

10.1 – Equality and Diversity Essentials Training Statistics Update – Paper 7

Members reviewed Paper 7, noting the University's All Staff completion rate had dropped by 1% to 78% since the last report in November 2018.

**11 Any Other Business**

11.1 – Vote of Thanks

A Anderson highlighted the recent International Women's Day event, based on the Room 101 concept. She noted the event, with 4 very engaging panellists, was highly entertaining and very well attended. She expressed her thanks to EDU's Katie Farrell and Janell Kelly for the organisation of the successful evening.

The Convener then closed the meeting.

**12 Date of Next Meeting**

5 June 2019 at 10:00 – 12:00, Principal's Meeting Room