

Confirmed Minutes

Meeting: Equality, Diversity and Inclusion Committee (EDIC)
Date: 15 July 2022
Time: 1 pm to 3 pm
Venue: MS Teams

M Jackson - Chair	Head of Equality, Diversity and Inclusion
Shabnam Karim*	Finance Director
Sarah Bailey*	Director, Centre for Student Engagement, Wellbeing and Success
Anna Krajewska	Director of the Centre for Excellence in Teaching and Learning and Head of the School of Business and Accounting
Nandini Canoo	Senior Lecturer, EDI Academic Lead
Dr Nadia Michail	Disability and Wellbeing Manager
Eleonora Affronte*	Senior Academic Administrator
Charlayne Lewis-Thomas	Admissions Manager
Georgiana Ursachescu	Student Guild Executive
Carmin Wilkinson	Assistant Student Equality Society Leader
Antony Charles	People, Talent and Culture Manager
Lydia Hesketh	Head of Communications
Ramin Nassajpour	Finance and Internal Audit Manager
Arif Zaman	Senior Lecturer, Business
Dr Joan O'Mahony	Director of Academic Development
Slawomir Grzybek - Secretary	Quality and Compliance Manager

1.0 Welcome and Apologies

*Denotes apologies

2.0 Meeting of 30 May 2022

2.1 Unconfirmed Minutes

The minutes of the 30 May 2022 EDIC meeting were agreed to be a true record of the meeting and were **approved** by the committee.

2.2 Action Tracker/Matters Arising

There were no outstanding actions to report on.

Matters arising from the May 2022 EDIC meeting:

A Charles provided an update on the recommendation from the committee concerning a staff event aimed at wellbeing and explained that an event following our September Launchpad was currently under consideration.

For approval

3.0 No documents for approval

To note that the Disability Policy will be submitted to the first meeting of the EDIC in the new Academic Year.

Access and Participation Plan 2020-21 to 2024-25

4.0 For consideration

4.1 OfS Condition A1 Action Plan

Documents received:

OfS Condition A1 Action Plan – Summary Report July 2022
OfS Condition A1 Action Plan

M Jackson reported that Action Leads have confirmed that we are compliant with Strategic Measures 1, 2, 3, 4, 5 and 6, the Financial Support Strategic Measure and the Other Strategic Measures and Commitments.

M Jackson flagged that the deadline for some evaluative reports has been amended by the relevant Action Leads. However, this should have no impact on our compliance.

It was noted that an external consultancy has been contracted to support the evaluative activities related to the APP.

4.2 KPIs May 2022 Update Report

The May updates to KPIs 2021-22 were received and noted by the committee.

M Jackson informed the committee that no KPIs update was provided in June and that the July KPIs update was not available at the point of document circulation.

5.0 For information

5.1 EDIC Observations on the Travel Bursary Evaluation Report

M Jackson explained that the EDIC Observations on the Travel Bursary Evaluation Report was drafted following the presentation of the Travel Bursary Evaluation Report in the May 2022 EDIC meeting and circulated to members for comments.

The finalised observations were submitted to the committee to formally recognise the document.

The committee confirmed that the report was an accurate record of comments made.

5.2 Access and Participation Plan 2020-21 to 2024-25

Documents received:

Executive Summary of APP 2020-21 to 2024-25
Appendix to APP 2020-21 to 2024-25

M Jackson presented the above documents, explaining that all providers with an Access and Participation Plan have been asked by the Office for Students (OfS) to

- produce an Executive Summary of their Plan so as to make their Plan more accessible.
- explain how they are addressing or are planning to address the OfS' new priorities in relation to Access and Participation Plans.

M Jackson explained that both the documents had been approved by the SMLT (subject to minor amendments) and would now be submitted to the OfS. Once approved by the OfS, both documents will be published on our website.

5.4 Future approach to the development, monitoring and evaluation of APPs

M Jackson informed the committee that in response to a change in the OfS' priorities as well as on advice from our external contractor providing consultation on the APP, our approach to evaluation would change and a separate sub-committee of the SMLT would be created to take over from the EDIC the APP development and evaluation activities.

Currently, our Head of Action Planning is working on the Terms of Reference for the new committee that will be submitted to the Board of Directors for approval at its July meeting.

M Jackson flagged that the proposed change would allow the EDIC to focus on EDI matters more widely and have broader conversations on these areas. She also said that any changes to the EDIC ToR would be announced as part of our internal governance review later in the year.

For information

6.0 To evidence changes made

6.1 Mental Health and Wellbeing Policy

The committee received the amended Mental Health and Wellbeing Policy and agreed that the requested changes had been made.

6.2 Consent to Share Information

The committee received the amended Consent to Share Information and agreed that the requested changes had been made.

6.3 Disability Office – What we do with your data

The committee received the amended Disability Office – What we do with your data and agreed that the requested changes had been made.

6.4 Pregnancy, Maternity and Parenting Guide

The committee received the Pregnancy, Maternity and Parenting Guide and agreed that the requested changes had been made.

7.0 Inclusive Britain: Government response to the Commission on Race and Ethnic Disparities

M Jackson reminded the committee that consideration of the Inclusive Britain: Government response to the Commission on Race and Ethnic Disparities had been deferred from the May 2022 EDIC meeting and presented the relevant recommendations arising from the report.

The following was noted from the discussion:

The committee noted the recommendations arising from the report, but flagged the polarising views related to the Commission on Race and Ethnic Disparities report and the context in which it has been produced.

The committee noted all the activities pertinent to the recommendations and it was suggested that the pay gaps related to recommendations could be further explored by the People, Talent, Culture Manager, the committee noted however that due to the size of Bloomsbury Institute this may not be feasible.

M Jackson noted that not all activities related to the recommendations may be known and suggested carrying out a mapping of our current practices, but the committee thought this would not be necessary.

8.0 UNESCO Gender Equality: How global universities are performing

The committee received and noted the UNESCO Gender Equality: How global universities are performing Part 1 and Part 2 reports.

The committee requested A Zaman to review the report and bring back a summary of key points pertinent to EDI for consideration in October. A Zaman agreed and said that he would also incorporate the Association of Commonwealth Universities (ACU) views on the report in his summary.

Actions:

- A Zaman to review the UNESCO Gender Equality: How global universities are performing report Part 1 and 2 and submit a summary report to M Jackson for consideration for inclusion on the agenda for the next EDIC meeting.

9.0 Update from EDI Academic Lead

There was no update from the EDI Academic Lead.

10.0 Update from Disability and Wellbeing Manager

N Michail provided the following updates:

- We will be launching Togetherall (an online community wellbeing forum) in September. The student launch will take place at the student induction and the staff launch will take place at the Launchpad event.
- The Communications team is currently working on promotional material to support the goal of 50% of the student body registering for Togetherall.
- It is anticipated that a representative from Togetherall will attend our Launchpad event in September to familiarise Bloomsbury Institute staff with the functionalities of the forum and to advise on how we can promote it to students.
- Our Disability Confident Employer award has been renewed for another three years. The committee asked that the Disability and Wellbeing Manager include information concerning our commitments under the scheme in the Disability Annual Report.

Actions:

- **N Michail to include information on our commitments under the Disability Confident Scheme in her Disability Annual Report.**

Any Other Business

11.0 Any Other Business

- N Michail flagged to the committee the EDI-related free resources provided by UCL Press.
- A Zaman informed the committee that Bloomsbury Institute has been involved in a recent Hackathon, an event aimed at promoting gender equality. He flagged the low uptake and encouraged the committee to explore how we could promote better such opportunities for our students.

Date and venue of next meeting

12.0 12 October 2022, 1 pm – 3 pm, Teams Meeting