THE UNIVERSITY OF LEEDS

**Equality and Inclusion Delivery Group**

Via Teams: Thursday 22 January 2021, 14:00-16:00

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| **Attendees:**  Stephen Scott (SKS), Robert Adams (RA), Stephanie Amor (SA), Louise Banahene (LBa), Louise Bryant (LBr), Clare Coleman (LC), Vania Dimitrova (VD), Laila Fletcher (LF), Stacey Forman (SF), Daisy Forster (DF), Fiona Gill (FG), Ian Holdsworth (IH), Ceilan Hunter-Green (CH-G), Sue Kilminster (SK), Catherine Long (CL), Ghazala Mir (GM), Linda Mortimer-Pine (LM-P), Kate Nash (KN), Gillian Neild (GN), Claire Owen (CO), Ben Plumpton (BP), Shereen Robinson (SR), Daniel Rosenzweig (DR), Iyiola Solanke (IS), Paul Taylor (PT), Chris Warrington (CW), Luke Windsor (LW), Kerri Woods (KW), Laura York (LYor), Lorraine Youds (LYou)  |
| **Apologies received:** Caroline Ackroyd, Ruth Buller, Antonia Frezza, Helen Griffiths, Kate Hardy, Lisa Hill, Ian Robertson, Anne Tallontire. |
|  **Introductory Business**  |
|  **1. Welcome** SKS welcomed Lorraine Youlds, Equality Officer for UCU, to the group. |
| **2. Notes of previous meeting and actions** The notes from the previous meeting were agreed by the group. The actions were reviewed and where appropriate additional actions have been tabled for discussion.  1. **Update on progress on E&I Communications plan**

The group was provided with a verbal update on the E&I Communications plan. A task and finish group has been set up with the first meeting scheduled for 3 February. The group will develop a communications plan for E& I activity that will be shared with the group at a later date.  **Action**: Members to contact GN to express interest in joining the communications task and finish group.   1. **Disability Framework**

 The group was provided with an update on the University of Leeds Disability Framework. The latest version of the framework has been shared with stakeholders for feedback and will be taken to the Equality and Inclusion Board meeting on 11 February for approval. Once the Framework has been approved it will be hosted on the EPU website alongside an action plan and additional information for staff and students. |
| **Strategy and delivery**  |
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| **3.** | **Race Language and Terminology (EIDG/20/17)** |

The Decolonising the Curriculum working group has produced a Decolonising Glossary. The glossary feeds into discussions across the University about the language used to describe race and ethnicity. The group was asked to review the document and raised the following points:* There is no universally agreed alternative to BAME. However, the preference, where possible, is to avoid using generic collective terms.
* Where information on race and ethnicity is being gathered it is advised that space should be given to allow people to self-identify.
* Terminology shouldn’t be the focus of anti-racist work at the University.
* The glossary’s definition of racism needs to acknowledge the role power plays in processes of racialisation and marginalisation.
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| 1. **Equality Impact Assessments**

In 2020 due to changes in working arrangements brought on by Covid-19 the University produced a number of Equality Impact Assessments (EIA). The group reviewed the EIA’s to ensure they were still fit for purpose.Key points from the discussion:* Additional information is needed for managers supporting staff who are struggling to balance work and caring responsibilities;
	+ Better communication about the need for realistic working expectations in faculties and services
	+ HR has issued guidance to managers about how to have conversations with staff in relation to workloads and caring responsibilities. Managers need to take an individual and flexible approach to managing workloads and priorities
	+ Furlough is only available to staff members who work in commercial ventures at the University, for example catering teams. When deciding who to furlough the University will take into consideration the caring responsibilities, health and situation.
* A greater consideration of how Black, Asian and Minority Ethnic members of staff in lower-paid roles could be more at risk from Covid-19 is needed.
	+ Ensure that staff in lower-paid roles feel safe to express their fears and concerns about working on campus.
	+ Greater clarity is needed for international staff who require compassionate leave to repatriate deceased family members.

**Action**: EPU to revisit existing EIA’s to consider how people from Black, Asian and Minority Ethnic backgrounds might be more exposed to risk.**Action**: EPU to update EIA’s to reflect additional learning. |
| 1. **Items for next meeting:**

Agenda items for consideration at future meetings:* A discussion on intersectionality and the Equality and Inclusion Frameworks
* Trans Equality Policy is being re-drafted and will be brought to a future meeting
* Student Impact Assessments and Disability Equality Framework

Action: LYor and LYou to discuss Disability Action Plan and Postgraduate sick leaveAction: LYor and PT to discuss intersection of students and staff within the Disability Framework  |
| 1. **Any other business**

The University is recruiting two 0.5 FTE Deans of Equality and Inclusion to develop an EDI strategy and chair the Equality and Inclusion Delivery Group.  |