

Equality Unit: Legal Services and Compliance

**Equality Diversity and Inclusion Committee**7<sup>th</sup> September 2023

14:00 – 17:00

(Comfort break approximately 15 minutes)

Room- C510, Curzon

**AGENDA****Section A: Introductory Items**

|    |                                                                              |             |       | Time |
|----|------------------------------------------------------------------------------|-------------|-------|------|
| A1 | Welcome and Introductions                                                    |             |       |      |
| A2 | Apologies                                                                    |             |       |      |
| A3 | Minutes from the previous meeting held on 18th May 2023 and matters arising. | EDI23.05.02 | Chair |      |

**Section B: Items for Discussion**

|    |                                                                                                                   |               |                       |             |
|----|-------------------------------------------------------------------------------------------------------------------|---------------|-----------------------|-------------|
| B1 | EDI Strategy Progress update                                                                                      | Presentation  | Imogeen Denton        |             |
| B2 | NSS survey results                                                                                                | Presentation  | Elina Petrova         |             |
| B3 | Reasonable Adjustments                                                                                            | EDI23.09.03   | Ross Strong           |             |
| B4 | EDI Training update                                                                                               | EDI23.09.04   | Karen Canavan         |             |
| B5 | Flexible working policy                                                                                           | Verbal Update | Ross Strong           |             |
| B6 | Report and Support Business Intelligence Report                                                                   | To follow     | Richard Booth         |             |
| B7 | Restructure Update                                                                                                | Verbal update | Peter Francis         |             |
| B8 | Response to Equality Objectives:                                                                                  | EDI23.09.06   | Faculty EDIC Chairs   | 5 mins each |
|    | 10.1 PSD                                                                                                          |               | Dr Nick Moore         |             |
|    | 10.2 BCUSU                                                                                                        |               | Michael Gale          |             |
|    | 10.3 BLSS                                                                                                         | To follow     | Tomas Domboka         |             |
|    | 10.4 CEBE                                                                                                         | To follow     | Professor Nick Morton |             |
|    | 10.5 HELS                                                                                                         |               | Lisa Abbott           |             |
|    | 10.6 ADM                                                                                                          |               | Lee Lapthorne         |             |
| B9 | Network / Steering Group Updates:                                                                                 | EDI23.09.07   | Network chairs        | 5mins each  |
|    | 11.1 Disability Steering group <ul style="list-style-type: none"> <li>Mapping disabled student journey</li> </ul> |               | Kate Waugh            |             |
|    | 11.2 LGBT+ Network                                                                                                |               | Ross Strong           |             |

|     |                                                                                                                                                                                                                                                       |               |                                      |            |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------------------------------------|------------|
|     | 11.3 RE&I Steering group                                                                                                                                                                                                                              |               | Narinder Garcha                      |            |
| B10 | EDI Charter Updates                                                                                                                                                                                                                                   | EDI23.09.08   | Charter Leads                        | 5mins each |
|     | 12.1 Race Equality Charter                                                                                                                                                                                                                            |               | James Boston                         |            |
|     | 12.2 Stonewall                                                                                                                                                                                                                                        |               | Imogeen Denton                       |            |
|     | 12.3 Disability Confident                                                                                                                                                                                                                             |               | HR/EDI                               |            |
|     | 12.4 University Mental Health Charter                                                                                                                                                                                                                 |               | Richard Booth                        |            |
| B11 | Black History Month Planning                                                                                                                                                                                                                          | Verbal Update | Narinder Garcha/<br>Shauntelle Carty |            |
| B12 | Forward Plan                                                                                                                                                                                                                                          | EDI23.09.09   | Imogeen Denton                       |            |
| B13 | AOB <ul style="list-style-type: none"> <li>• South Asian Heritage Month – Shalini Ajan</li> <li>• EDI Annual Report – Shalini Ajan</li> <li>• <a href="#">Race Equalities Taskforce</a></li> <li>• West Midlands Combined Authority (WMCA)</li> </ul> |               |                                      |            |

### Section C: Items for Information

|    |                                                                                                                 |                           |
|----|-----------------------------------------------------------------------------------------------------------------|---------------------------|
| C1 | Tackling Racial Harassment in HE Progress since 2020                                                            | EDI23.09.10               |
| C2 | Going for Stonewall – Project report & forward plan                                                             | EDI23.09.11               |
| C3 | <a href="#">Flexible Working Measures</a> (GOV)                                                                 | <a href="#">Hyperlink</a> |
| C4 | ADM Faculty EDI Committee minutes                                                                               | To follow                 |
| C5 | CEBE Faculty EDI Committee minutes                                                                              | EDI23.03.13               |
| C6 | HELS Faculty EDI committee minutes                                                                              | EDI23.09.14               |
|    | Date of Future Meetings: <ul style="list-style-type: none"> <li>• 7<sup>th</sup> December 2023- C510</li> </ul> |                           |