

Equality Unit: Human Resources

Equality Diversity and Inclusion Committee2nd May 2024

14:00 – 17:00

(Comfort break approximately 15 minutes)

Room- C503, Curzon

AGENDA**Section A: Introductory Items**

				Time
A1	Welcome and Introductions			
A2	Apologies			
A3	Minutes from the previous meeting held on 11 th January 2024 and matters arising.	EDI24.02.02	Chair	

Section B: Items for Decisions

B1	Terms of Reference	EDI24.05.03	Imogeen Denton	5mins
B2	Staff Survey Results by Protected Characteristics	Presentation EDI24.05.04	Katherine Grover / Avery Cunningham	15mins

Section C: Items for Discussion

C1	Access and participation plan	EDI24.05.05	Julie McLeod/Lucy Hodson	15mins
C2	EDI Strategy Progress update/ Project Zero	Presentation EDI24.05.06	Imogeen Denton / Harsha Penumadu	15mins
C3	Report and Support Business Intelligence Report	EDI24.05.07	Richard Booth	10mins
C4	HR Updates:			20 mins
	EDI Training Update	EDI24.05.08	Karen Canavan	
	Gender and Ethnicity Pay Gap	EDI24.05.09	Alan Fitzgerald	
	The outcome of the conferment process	EDI24.05.10		
	Recruitment update	EDI24.05.11		
C5	Response to Equality Objectives:	EDI24.05.12	Faculty, PSD & BCUSU EDIC Chairs	5 mins each
	1.1 PSD	To follow	Nick Moore	
	1.2 ADM		Karen Patel	

	1.3 BLSS		Olga Fotakopoulou	
	1.4 CEBE		Nick Morton	
	1.5 HELS		Maria Uther	
	1.6 BCUSU		Pravjoth Gill	
C6	Network / Steering Group Updates:	EDI24.05.13	Network chairs	5mins each
	1.1 Disability Steering Group		Kate Waugh	
	1.2 LGBT+		Beverley Cole	
	1.3 RE&I Steering Group		Shauntelle Carty	
C7	EDI Charter Updates	EDI24.05.14	Charter Leads	5mins each
	1.1 Athena Swan		Kate Carruthers Thomas	
	1.2 Disability Confident		Katherine Grover	
	1.3 Race Equality Charter and Black Lives Matter Antiracist Commitment Plan Update		James Boston	
	1.4 Stonewall		Avery Cunningham	
C8	Forward Plan	EDI24.05.15	Imogeen Denton	5mins
C9	AOB			
	Strength of the Hijab	EDI24.05.16	Dean Hughes	10mins
	- Article 1 - Smethwick sculpture to celebrate women who wear hijabs - Article 2 - Women join Iran's 'ambassadors of kindness' who snatch other women from the streets - Article 3- Iran protests: Who was Mahsa Amini, why are women cutting their hair and how big are the demonstrations?			
	Annual programme of events and celebrations (Ramadan and EDI)			5mins

Section D: Items for Information

D1	EDI annual report – 2022/23	EDI24.05.17
D2	Period Dignity Scheme Evaluation	EDI24.05.18
D3	ADM Faculty EDI Committee minutes	EDI24.05.19
D4	BLSS Faculty EDI Committee minutes	EDI24.05.20
D5	CEBE Faculty EDI Committee minutes	To follow
D6	HELS Faculty EDI committee minutes	EDI24.05.22
	Date of Future Meetings: 11th September 2024 11th December 2024	