

**University of Aberdeen Business School  
Equality, Diversity and Inclusion Committee  
Draft Minutes of the Meeting held on 9 February 2021, 1030am on Microsoft Teams**

**Present:** Fernandes Antunes Batista da Silva, Angela Black, Pam Cumming (Clerk), Cheryl Dowie, Shamima Haque, Lucy Holmes, Nathalie Kemp, Ashley Lim, Nan Liu and Mark Whittington (Co-Chair)

**Apologies:** Maria Cascio and Martin Meyer

1.	<b>Minutes of Previous Meeting and Matters Arising</b> Approved	
2.	<p><b>Action Plan/Survey</b></p> <p>MW reported that he and CD met MC recently with MW and CD and gave the Committee an update. The deadline for Bronze submission is 14 January 2022. The Business School is still heading for end of November. We need to send document for a review by end of September. Revised action plan is end of this month. There is a meeting on 1 April to look at revised action plan with MC. Document will be shared on teams for comments.</p> <p>MC had talked through the document, the outline document is shorter but it's not easier or quicker. Talked about need to get approx. previous 4 or 5 Heads of Schools to write a HoS statement. There is to be a review of our journey and where we go next, our vision.</p> <p>CD and MW are finishing the survey. The final set of questions are there MW just awaits an email from RW.</p>	
3.	<p><b>Newsletter</b></p> <p>Thanks were given to everyone for submitting the content for the Spring EDI Newsletter. LH will send out for proof read/editing and then out for draft pdf within next few weeks.</p>	
4.	<p><b>Events Planning</b></p> <p>PC is speaking at Uni international women's week mentor session tomorrow. There are also a number of events including one hosted by Law.</p> <p>a. 23 March, Law event, details 1-2pm Mock Promotion.</p>	<p>PC to send out email advertising events.</p> <p>PC to invite other Schools etc to the event</p>

	<p>b. 24 March Dr John Bone, University of Aberdeen</p> <p>c. 27 April Professor Ilaria Boncori from the University of Essex (CD to chair).</p> <p>AB reported on a number of events she is organising re promotions starting on 28 April. These sessions will take place once every two months they will be voluntary sessions, AB would go through the process, forms, giving advice on strategies. First one will have a speaker who has gone through the process (Lindsay Tibbetts is speaking on 28 April (Lecturer to SL).</p> <p>Agreed to leave until May and perhaps include a schools event in June showcasing winning entries. A flexible working event and Menopause session early into next academic session.</p>	on 27 April once we have a title.
5.	<p><b>Schools</b></p> <p>There is little to report, no more workshops have been requested though a few schools have asked for slides to get conversations started whilst pupils are at home.</p> <p>The Portlethen Academy ‘visit’ will not be happening this year but they hope to reconnect in the next academic year.</p>	
6.	<p><b>New Head of School/Senate Agenda</b></p> <p>There was recently an item on the Senate agenda which should have been equality assessed. This issue has since been addressed. It was noted that the agenda for Senate should be EDI appropriate. The School reps at Senate discuss agendas at School forum. If complicated issues (eg policy change) do crop up then we should discuss then CD is a senator so happy to discuss issues as an when.</p> <p>It was agreed that MW/CD would write on behalf of the EDI committee to the SVP to ensure EDI is a priority for the Dean Position.</p>	MW/CD email KL.
7.	<p>AOB</p> <p>24 March – NK reported that she will be going to an “Ask the student” disability session, she is happy to ask any questions if anyone has any and will feedback appropriately. MK and CD are invited but have a clash.</p>	NK to feedback at next meeting
8.	Date of Next Meeting: 27 April 2021, 1030am	PC to email group re time/dates of meetings.