

Athena SWAN SAT and Equality and Diversity meeting

19 July 2017, Level 2 meeting room

Meeting notes

Present

Helen Galley (Chair), Johanna Amunjela, Bernadette Connolly, Lynda Erskine, Brendan Childers, Lindsey Hamilton, Peter McCaffery, Fiona Murray, Ann Rajnicek, Hugh Seton, Karen Slessor, Dawn Thompson, Andy McEwen, Tatiana Dovgan.

Apologies

Susan Barr, Julie Brookes, Paul Fowler, Iain Gibson, Iain McEwan, Nicola Morrice, Graeme Nixon, Jonathan Pettitt, Fiona Rudkin, Stefania Spano, Neil Vargesson, Natasha Walker, Bogdan Didov, Alexandra Andriu.

1. The picnic event was a success, with all strawberries eaten, despite the weather. Thanks were expressed to the organisers.
2. Membership we had a good response to the call for more male members and there were several 'observer' attendees and some had confirmed their interest in being involved.
3. Updates from data re-analysis leads
 - a. Recruitment/traffic light scheme: Dawn reported having contacted R&I for updated data
 - b. PG data: Iain Gibson was not able to attend but had emailed HG to say he was dealing with this.
 - c. UG data: John Barrow has agreed to update the UG data.
 - d. Promotions: Iain McEwan had agreed but as unable to attend this meeting.
 - e. Maternity: Fiona Murray had looked at the data and was liaising with HR to correct some obvious omissions.
 - f. Still need someone to look at leavers data...
 - g. HG had started looking at staff data but there were some issues.
 - h. Staff survey: Peter, Neil and Lynda were dealing with this and would circulate for comments before the next meeting, with a view to going live on Sep 1st.
 - i. PG survey: Peter will amend and circulate.
4. Continuing to deal with ongoing Equality and Diversity matters
 - a. Working hours – HG reported on a brainstorming session as to possible initiatives. One of these was a statement on expectations, which had been drafted and circulated but not yet approved by the IMS directorate.
 - b. Stefania and Ann reported that competition for the new name for the EG was a big success, with 22 suggestions. The new name is 'The IDEALL Group' – Integrating Diversity and Equality for ALL- based on a suggestion by Donna McCallum. There are three events planned: a talk by Patience Schell on Sep 4th, a talk by Margaret Ross on Oct 5th and an informal session with Cathy Abbott on Oct 19th. In addition there will be an inaugural meeting on August 28th when another competition -for a logo- would be launched.
5. Any other business: Tatiana proposed forming a 'parents club' for students. She and Johanna agreed to come up with a potential format for this by the next meeting.

6. Next meeting Tuesday 9th August July 13:00-15:00, level 2 meeting room.