

Rowett Institute
Quarterly EDIT Meeting
2nd June 2026



EDIT Attendees

Note: This is an open meeting, all staff and students from the Rowett are welcome!

EDIT Co-leads: Alasdair Leeson-Payne (AL), Karen Scott (KS), Susan Anderson (SA)

EDIT members: Alex Johnstone (AJ), Antonio Gonzalez Sanchez (AGS), Justin Rochford (JR), Jodie Park (JP), Joe Churcher (JC), Jules Griffin (JG), Karen Taylor (KT),

Apologies: Claire Hammerton (CH), Gary Cooper (GC), Grant Rae (GR), Karen Hislop (KH), Nick Hayward (NH) and Silvia Gratz (SG)

Secretariat: Heather Mackintosh (HM)

Minutes

Note: see attached the accompanying presentation slides from the meeting.

Agenda Item		Action
1.	Previous minutes - Minutes from 3rd March: approved and will be published online. - Actions from previous minutes (see attached action list) were discussed with the main ongoing actions outlined below: - Promotion information sessions – Karen to follow up and see when promotion applications will reopen. Jules said that he thought it was just Readership and Professorship that was paused, we will double check with Grant. - Webpage – remember to record the next induction	CH KS GR
2.	EDIT Membership Gender balance update: 8F:7M Try and increase our members, especially PGRs	AL to attend PGR session
3.	Updates: EDI Leads & Race Equality Champions Forum EDI Leads & Race Equality Champions Forum Forum held on 12th May 2026 across the whole University to update results of the Race Equality Survey and EDI initiatives across the University. Chaired by Maria-Grazia Cascio (Senior EDI Partner). 1. Race Equality Charter Survey	

	Race Equality Charter surveys have been run in 2022 and 2025 and will next run in 2028 (prior to REC Silver Application in 2029). 457 students responded (4%) and 1055 staff (33%). Positives: • Staff felt respected, valued, supported and good approaches to flexible working. • Staff felt able to speak up against racism and generally safe. • Staff felt the cultural climate was positive including being approachable and welcoming. Negatives • Issues around authenticity and RG individuals feeling comfortable to be themselves. • Poor connection to the broader University community. • Staff felt undervalued by SMT, and only moderate confidence SMT would speak out about racial issues or discomfort in discussing race. • Serious issues in promoting transparency. 2. Assistive Technology • Talk by Steven Sangster on Assistive Technology for students. He is the Assistive Technology Adviser (part of Digital & Information Services). • Assistive Technology Service provides: • Advice and training on Assistive Technology software and hardware. • Arranging appointments for training with staff and students. • Supporting use of Assistive Technology during student assessments and exams. • Supporting Assistive Technology software on campus PCs and Assistive Technology Booths. • Managing a stock of loan equipment for staff and students. • Information can be found here: https://www.abdn.ac.uk/it/services/atech 3. EDI Events • Talk by Karen Scaife (Wellbeing & Engagement Manager) on promoting and highlight events centrally for EDI. • Measuring engagement of events and want to ensure they are correctly representing events that are going on and ensuring events are not missed from an Institutional level. • Hugely useful resources on EDI Teams group including calendar of upcoming events that can be added to from across EDI teams across the University. There was a discussion if everybody could access this calendar, or just the EDI leads. Action: Al to ask if Joe can be given access. SMMSN Equality, Diversity, and Inclusion Committee (EDIC) NEXT EDIC Meeting will be held on: TBC EDI Updates with ACS In the ACS proposal the new Faculty Executive Dean will oversee the creating of a post of a Faculty EDI Lead.	AL
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	Faculty EDI Lead: will provide leadership in the promotion of equality, diversity and inclusion across the faculty, with responsibility for developing, monitoring and reviewing the implementation of institutional equality, diversity and inclusion-related policies and initiatives within the faculty, including relevant accreditation processes such as Athena SWAN, and the Race Quality Charter. A Faculty Equality, Diversity and Inclusion Committees (EDIC) will be established in line with Athena Swan criteria, superseding arrangements currently in place at School level. The faculty-level EDICs will report into the institutional equivalent, which will also have faculty rather than School-based representation.	
4.	Neurodiversity Update Summary • In law neurodivergent conditions are defined as a disability • A formal diagnosis is not required • Management of a neurodivergent employee requires understanding and empathy • Line manager training can help • A neurodiversity passport can help to agree workplace adjustment between a line manager and an employee • A formal needs assessment can also be used • Awareness raising among staff about neurodivergent conditions and the range of software already available Nick is not here, but we plan to set up a smaller subgroup to take on the recommendations. We are happy to start incorporating the passport into our induction process. Including possible discussion on this in the Annual Review process is more a school matter and something that Karen will raise, as we believe it would be beneficial.	Admin KS
5.	EDIT Subgroup Updates • Resources and support – nothing to add, aware they need to diarise a new meeting • Training and development –N/A • Social and culture – N/A • Athena SWAN – N/A • STEMM lecture – Justin has an idea of who he would like, to check with Brendan of the gender breakdown of past seminar speakers. Staff Survey Results – Summary and Actions Bullying, Harassment and Discrimination • 44% of staff experiencing or witnessing bullying, harassment and/or discrimination did not tell anyone what was happening. Training, Development and Workload There is a general awareness of University EDI policies, toolkits and training although more could be done to make these aware. The majority of staff have not used these resources. Support • There are mixed results on annual reviews and whether all aspects of EDI checklist are being usefully discussed.	JR

	- The majority of staff are not aware of the School Carer Support Fund (57%). 26% of staff members do not know if the Rowett Institute Athena Swan webpages are useful. - There are mixed results on whether staff have a good understanding of the different promotion processes and other award opportunities (overall positive 72%, overall negative or don't know 26%). Action: Co-leads to discuss the next steps.	KS, AL & SA
6.	Social and Cultural Events Ideas for upcoming social events: - Wild Edibles Planting Event – tick date - Board Games Session/Chess event - Rowett Potluck Buffet - Rowett's Got Talent Regular Clubs: - Rowett Film Club (Gary) - Rowett Craft Club (Raffa) Other ideas: Christmas – we are planning to hold a Christmas event again this year – Al to suggest dates. Craft a noon tea – Raffa is hoping to organise another one of these at the end of June. Games - Jodie and Nick are trying to arrange a time to discuss the right type of games. Table tennis - Frank has asked Heather to set up a Teams channel, so that everyone has access to the calendar and can fill in waiver. The craft club is going to donate money to bats, Karen to do this. Once set up a ladder will be established, thinking of a 'Rowett world cup' event. Potluck supper– it was thought this could be held between RESAS submission and the October holidays. Talent day – This is not like Britains Got Talent, more of a talent day, with an exhibition of paintings/ pottery / etc in the atrium. It was thought this could be in September and join together with the potluck supper School/UoA upcoming events: - Celebrate Pride with Us – One Slice at a time – IMS atrium 1 July 3-4.30pm	AL HM KS (done)
7.	AOCB - LISTEN training – in the Rowett, everyone welcome to attend. - Yoga – we have a new teacher Alison, she is very inclusive and has made it easier for people to come along to classes, with payment options, drop ins and online videos. Action: Need to highlight this in next newsletter.	KS-JC
8.	2026 Meetings: 3 Mar ✓	

	2 June ✓ 25 Aug 17 Nov	
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