

Rowett Institute
Quarterly EDIT Meeting
 20th November 2025

Open to
new
members

EDIT Attendees

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

EDIT Co-leads: Karen Scott (KS), Silvia Gratz (SG), Susan Anderson (SA)

EDIT members: Grant Rae (GR), Gary Cooper (GC), Heather Mackintosh (HM), Joe Churcher (JC),
 Jodie Park (JP), Jules Griffin (JG), Karen Hislop (KH), Karen Taylor (KT)

EDIT apologies: Alasdair Leeson-Payne (AL), Alex Johnstone (AJ), Antonio Gonzalez Sanchez (AGS),
 Justin Rochford (JR), Maria Grazia Cascio (MG), Nick Hayward (NH)

Secretariat: Claire Hammerton (CH)

Minutes

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

	Agenda Item	Action
1.	Previous minutes <ul style="list-style-type: none"> i. Minutes from 11th Sep: approved and will be published online. ii. Actions from previous minutes (see attached action list) were discussed with the main ongoing actions outlined below: <ul style="list-style-type: none"> - Ongoing call for new EDIT members (ECRs and students). - Subgroup leads to update at next EDIT meeting. <ul style="list-style-type: none"> - Action: Send pre-meeting 1-month reminders to subgroup leads to progress their actions. - Induction modifications – meetings to be arranged to review the process and change proposals, website content. 	CH ALL Subgroup leads CH KS/GC/AW
2.	EDIT Membership <ul style="list-style-type: none"> i. Co-lead structure: Karen Scott, Silvia Gratz, Alasdair Leeson-Payne, Susan Anderson Responsibilities: <ul style="list-style-type: none"> - Karen Scott (Institute EDI Theme Lead) - Silvia Gratz (Leading on Gender Equality Steering Group, GEST) Deputising to represent Rowett at: <ul style="list-style-type: none"> - People Culture and Equality (PCE) group - SMMSN Equality Diversity and Inclusivity Committee (EDIC) - Gender Equality Steering Group (GEST) ii. Gender balance update: 9F:7M 	

3. Report on EDI School meetings

i. **People Culture and Equality (PCE) group**

- Set up to strengthen this component (25%) of our next REF submission.
- Lead: Jonathan Pettit
- Next meeting: TBC due to illness

ii. **SMMSN Equality Diversity and Inclusivity Committee (EDIC)**

- Akin to our own EDI team, focussed on working environment, racial and gender equalities.
- Next meeting: TBC due to Asha stepping down as lead
- **New school EDI lead:** Aravinda Guntupalli
- **Staff culture survey:** was completed over the summer and preliminary results for RI received and will be disseminated soon.
- **University Racial equality survey** – see your email from ‘Peachy Mondays’. Survey runs until 25th Nov. Reminder to everyone to please complete, takes less than 10 mins.
- **PG student survey:** coming out this month TBC

iii. **Gender Equality Steering Group (GEST)**

- Renamed from Athena Swan Self-Assessment Team.
- Made up of five subgroups with Rowett represented on Culture subcommittee (SG) and Work-life balance (KS).
- Next meeting: TBC
- University AS renewal due Nov 2026. TBC if this will be bronze or silver.

iv. **EDI-Connect Meeting**

- University-wide EDI team meeting held on 27th October, aimed to connect the EDI reps across the University and gather information to inform University wide policies.
- Included keynote talks from Aravinda Guntupalli University of Aberdeen) and Kathryn Herschell (University of St Andrews).
- Included speed dating table discussions for Access and Inclusion at our University, gathering information on menopause, parents and carers, race, accessibility, neurodiversity, LGBTQ+. Findings will be collated and shared soon.

NOTE: EDI Training – is available for anyone who wants to refresh their mandatory EDI training or learn more about micro aggressions. Please visit the University's [e-learning and Skills Booster](#) webpage to find mandatory training packages and over 30 bite-size training courses related to EDI. Other courses like the Emily LISTEN Test can be booked here: [UoA Course Booking System](#).

ALL

4.	<p>RI Action Plan</p> <p>The below points were discussed during the sub-group updates:</p> <ul style="list-style-type: none"> i. Working Environment – website updates: N/A ii. Career Development – mentoring update: Action: AG to review webpage contents before next meeting (Feb 2026 TBC). iii. Athena Swan Business – n/a <ul style="list-style-type: none"> - Family Support Checklist – n/a - Inductions – discussed above during agenda item 1.2 <i>Previous Minutes</i>. iv. Rowett Monthly Newsletter – the October edition is out now! 	AG
5.	<p>Social events update and future planning</p> <p>Regular events:</p> <ul style="list-style-type: none"> i. The Yoga Club – Thursday lunchtimes 1-2pm. ii. Film Club – 3rd Friday of the month at 5.30pm. iii. The Hillwalking Club – back next year. iv. Craft Club – monthly on Monday evenings, last one was 18th Nov (contact Raffa Chianese for more info). <p>Annual/special/past events:</p> <ul style="list-style-type: none"> ✓ Burns Lunch – 23rd Jan ✓ Easter Bake-Off and Bake-Sale – 14th Apr ✓ Rowett Research Day 2025 – 10th Jun ✓ CRAFTERNOON – 13th Aug ✓ Halloween Bake-Off and Sale – 30th October – a massive £500 was raised for charity – well done Rowett! <p>Future planning and event suggestions:</p> <ul style="list-style-type: none"> i. Film Club and Film Festival – <ul style="list-style-type: none"> - This is the 2nd year of running the festival by the Film Club. On this week from 17th – 23rd Nov with a Whisky Tasting Event today, Thu 20th Nov at 5pm. - The club and festival are not hugely attended, between 2-4 people each night this week so far. Given the weather and poor attendance, the organisers are questioning the viability of continuing the club next year. - EDIT discussed the club and suggested reducing the number of nights from monthly to quarterly and reviewing changing the weekday of showings. Action: It was suggested issuing a poll to the Rowett to survey interest and availability. ii. EDIT Social Events Planning Group meeting – was held on 19th Nov to discuss upcoming requirements for events, details below. iii. Festive events – <ul style="list-style-type: none"> - Events are raising donations for local charity Archie's Foundation. - Christmas Tree decorating – will not be an actual stand-alone event but will take place from 1st Dec. Everyone is welcome to decorate the tree from a selection of decorations in the atrium. Comms will be issued. - Christmas Jumper Day 2025 – on 11th Dec. Festive wear encouraged for an institute mingle from 10-11am (please bring mince pies and other festive treats to share over your teas/coffees) with an institute-wide photo at 10.30am and a small singsong video recording for a Rowett e-card. 	<p>KS GC AL RC</p> <p>GC/AL</p> <p>CH/HM</p>

	<ul style="list-style-type: none"> - Rowett Quiz Party on 11th Dec. Al is quiz master! Calendar invites have been issued to the Rowett with details. Reminder comms will be issued. *Updated Note: the Rowett Quiz Trophy winners from last year have returned the trophy to reception since this was requested in the meeting. 	AL CH/HM
iv.	<p>Board Games Night – Update: Jodie looked into the IMS board games event(s) but this appears to be a one off and has not happened since.</p> <ul style="list-style-type: none"> - It was suggested an alternative could be to have a chess club or chess event. 	JP GC
v.	<p>Burns Lunch 2026 – Thu 22nd Jan.</p> <ul style="list-style-type: none"> - Showcase all nationality’s tradition: This event (the 3rd rendition) could have a modern twist. EDIT agreed speeches and entertainment could be modernised to suit the speakers and also would be a good opportunity to showcase all Rowett nationality’s traditions, not just Scottish ones. - Volunteers: We welcome any volunteers to assist on the day, and suggestions of individuals keen to be involved in speeches and entertainment. - Suggested the school rector could participate as a guest speaker if we are struggling to fill places. - Everyone will be encouraged to wear their national dress, not just Scottish tartan. 	KT ALL KS
vi.	Rowett’s Got Talent – Details to follow. Potentially Easter 2026.	
vii.	Wellbeing Event Funding – Our craft club and film clubs have been self-funded by the organisers, and therefore these associated running costs were highlighted to be reviewed by EDIT. Several options were discussed by the committee to keep events going: 1) to start requesting small £ donations - a fee to attend events, 2) donating food or drink for events, 3) bring a DVD (blue ray preferred) for film club or 4) donate craft material for craft club. The film club DVDs could also be borrowed by Rowett staff/students for a small donation. JG added the Rowett does have a small fund which can part-fund events each year, but we need notice so that spending can be planned for the whole year.	
viii.	Event Helpers Rota – Going forward, greater support needs to be given to organisers to ensure social events can continue to happen for the institute. Events have received limited assistance this year. Therefore, EDIT discussed and agreed to put a volunteer rota in place for all members of EDIT to take turns to assist and organising and running each event.	AL
	<p>School upcoming events:</p> <ul style="list-style-type: none"> i. Aberdeen Musical Medics Society – Annual Christmas Concert – 17-23rd Nov, Gerrad Street Baptist Church ii. SMMSN Giving Thanks Celebration/Bake-off – 27th Nov iii. IMS Christmas Party – 10th Dec (ticketed event) iv. SMMSN Christmas Fair/Carols – 9th Dec 	
6.	AOCB	
	<ul style="list-style-type: none"> i. Suggestion box items – N/A 	KT
7.	Looking ahead	

	Potential agenda items/actions for next meeting (TBC 2026): i. N/A	
8.	2025 Meetings: 20 Feb ✓ 15 May ✓ 28 Aug 11 Sep ✓ 20 Nov ✓ 2026 Meetings: 3 Mar 19 May 25 Aug 17 Nov	