



EQUALITY, DIVERSITY & INCLUSION COMMITTEE DIGEST

Welcome to the **EDIC Digest** where you will find a rundown of the discussions held at EDIC on 18 April 2023.

UPDATE FROM STAFF EQUALITY NETWORKS:

EDIC noted that a Cross Network Event took place in February 2023 to discuss areas for collaboration, identify where ideas and initiatives can be shared, and work together around intersectional issues.

The LGBTQ+ Staff and PGR Network had hosted an A-Z of LGBT training session in February, the Women's Development Network had established a book club and the Menopause Network had been promoting the desk and neck fans available for hire from the Multi-Faith Chaplaincy. Chairs represented their Networks at the New Staff Engagement Event in March and the Take a Break Event in the Cruickshank Botanic Gardens in April.

GENDER PAY GAP REPORT

EDIC received the University's 2022 Gender Pay Gap report. It was noted that the mean gender pay gap has reduced from 20.2% to 18.2%, and the median gap has decreased from 19.4% to 16.2%, based on a data snapshot from the end of March 2021 to the end of March 2022. The mean Gender Bonus Gap is 4.9%, the median is 4.3%. It was noted that an action plan to address the gender pay gap has been developed and is being implemented through the Reward Consultation and Negotiation Group.

STAFF SURVEY

EDIC welcomed a presentation of EDI-related findings from the Staff Survey 2022, noting the Health and Safety Committee and the Workload Planning Review Group are reviewing results relating to stress and workload. Variation was noted in some areas in comparison to the results for the University as a whole – for example, LGBTQ, Racialised Groups (RG) and Disability in comparison to majority groups.

EDIC discussed Aberdeen 2040 Commitment 15: *We will develop our campuses and processes to create a caring environment that is alert to cultural differences.* It was suggested that while individual access issues are responded to well, the University could enhance its anticipatory processes in responding to access and disability-related issues. Further analysis of the surveys qualitative commentary will be undertaken to enable focused discussion at the next EDIC in June 2023.



EDI ACTION PLAN MONITORING SYSTEM

EDIC received an overview of a newly developed system to support the management of the equality action plans. This will support EDIC and SMT to review progress and identify where the University is making progress and where further action or support is required.

ANTI-RACISM STRATEGY

EDIC received an update on the work of the Race Equality Strategy Group (RESG) on the implementation of the Antiracism Strategy. RESG had recently been focusing on staff and student data analysis to prepare for the Race Equality Charter application scheduled to be submitted next year and to inform action planning.

RESG had approved that the term “BAME” be used in statistical contexts only and that the term “Racialised Group” should be used in other contexts such as in policy. “BAME” fails to reflect the differences in the historical experience of different ethnic communities. It was noted that terminology in race work is an evolving area and that further changes may be required in the future. Information on terminology will be shared in the Staff Newsletter in due course.

RESG had been working with the Deputy Director of People on the Online Reporting tool. The Tool is being revised to expand the support services referenced, introduce a free-text box for both supported and anonymous reports and provide clarity and reassurance on the website regarding the restricted access to the reports.



NATIONAL EQUALITY OUTCOMES

The Equality and Human Rights Commission (EHRC) and the Scottish Funding Council (SFC) launched a [report](#) which outlines the persistent inequalities in the tertiary education system and developed a set of National Equality Outcomes (NEOs) to support work to tackle those inequalities. EDIC approved that the University adopt these National Equality Outcomes, noting that a full set of revised Outcomes will be brought to the June EDIC meeting.

MEDICAL SCHOOLS CHARTER – GLAAD

A paper on the [GLADD Charter](#) against “Conversion Therapy” was discussed and it was noted that the University of Aberdeen’s Medical School has become a signatory. EDIC endorsed the Charter and the University’s continued association with it.



DIGNITY AT WORK AND STUDY (DAWS) TOOLKIT

The DAWS Toolkit was approved by EDIC and it was noted that the Toolkit will be considered by the Policy Review Group and Partnership and Negotiating Consultative Committee. EDIC was informed that the Toolkit will replace the current Staffing Policy Against Discrimination, Harassment and Bullying in the Workplace. Training will be delivered to support the roll-out of the Toolkit.

SCHOOL EDI LEADS

EDIC noted that the School EDI Leads had received a presentation on the Online Reporting Tool and had provided feedback on this and shared experiences and challenges relating to their role at their last meeting.

ADDRESSING GENDER BASED VIOLENCE & SEXUAL HARASSMENT STRATEGY GROUP

The University is scheduled to submit an application to be recognised under the [EmilyTest Charter](#) in August 2023. Focus groups and sessions with the EmilyTest team will be held to support this. Additionally, further LISTEN Risk Assessment Training has recently been delivered to specific staff cohorts.



MENTAL HEALTH AND WELLBEING

A Mental Health and Wellbeing Training Audit is ongoing and is assessing the training currently available to staff and students, considering how it supports the University's Wellbeing Strategy and its potential to support workload management.



BSL PLAN WORKING GROUP

EDIC noted that the BSL Plan Working Group has recently engaged with Alison Hendry, BSL Plan Development Officer at the University of Edinburgh, providing an opportunity for shared learning. Guidance had been sought on enhancing the accessibility of the Careers Service. The Disability Team continues to support deaf students and students who use BSL through seeking interpreters from North East Sensory Services (NESS). It was also noted that there were challenges in accessing BSL interpreters in the Northeast of Scotland and the University was seeking to raise this nationally in collaboration with Robert Gordon University and NESCol.

