



## EQUALITY, DIVERSITY & INCLUSION COMMITTEE DIGEST

Welcome to the **EDIC Digest** where you will find a rundown of the discussions held at EDIC on 28 June 2023.

### INCLUSIVE CAMPUS:

EDIC discussed a paper from the Estates and Facilities Directorate on accessibility issues across the University's Aberdeen campuses and was informed that a Master Planning process is underway. It is anticipated that this will enable a more strategic approach to addressing accessibility issues. EDIC was reminded of Aberdeen 2040 commitment 1 (care for the wellbeing, health and safety of our diverse community, supporting and developing our people to achieve their full potential) and commitment 15 (We will develop our campuses and processes to create a caring environment that is alert to cultural differences).

EDIC noted that there are [Access Able online guides](#) which provide details of each building on the University's campuses and that students are encouraged to provide feedback on accessibility via the feedback form on the [Tell us what you think webpage](#).

The Director of Estates and Facilities will provide an update at the next EDIC and there will be Estates and Facilities representation at the next School EDI Leads meeting.

### DIGITAL ACCESSIBILITY

EDIC received an update from the Digital Accessibility Working Group (DAWG). Key highlights included the launch of two customised [eLearning modules](#) developed by the UK charity [AbilityNet](#):

- Introduction to Accessible Teaching and Learning
- Accessibility and Me: Lived Experience Mini Modules

The modules are available to all staff on the [University's training site](#).

AbilityNet have provided a review of institutional documentation and developed guidance on document accessibility. Updated templates and guidance will be disseminated to relevant Professional Services staff.



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## STAFF SURVEY 2022 - DISABILITY FOCUS

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EDIC received a summary of themes arising from the qualitative responses of disabled staff in the 2022 staff survey. Themes included:

- Improving accessibility of all staff communications
- Disconnect between policy and culture, for example lack of transparency of decision-making
- Access issues on campus
- Disability training needs to go beyond legislative focus
- Support provided by groups such as Mental Health First Aiders and Disability Network was appreciated.

These findings have been shared with the Staff Disability Network for their consideration and input. A Staff Experience Committee is to be established and will also consider the findings.



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## SCHOOL EDI LEADS UPDATE

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The Leads had discussed Accessibility and Estates-related EDI issues at their last meeting, welcoming Estates and Facilities colleagues to the meeting. It was also noted that information on where to find free sanitary products across campus can be found on the [Your Wellbeing webpage](#). The School EDI Leads highlighted the [Breastfeeding Friendly Scotland Scheme](#) and the University is now a signatory.

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## STAFF EQUALITY NETWORKS

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- *The Women's Development Network* received the Principal's Award for Excellence in Equality, Diversity and Sustainability in April, had held their second book club meeting and welcomed a presentation from HR colleagues on the University's family-friendly and menopause policies.
- *The Menopause Network* had recently appointed a chair, received a presentation on research on the effectiveness of workplace interventions for menopausal women, and held a networking event for its members.
- *The Parents and Carers Network* has been networking with other UK HEIs and participated in research for the development of a toolkit for supporting student parents.
- *The LGBTQ+ Network* held a "Paint your Pride" event for staff, students, and their families to create banners for Grampian Pride. A second A to Z of LGBTQ+ event for staff had been held and a Network [Instagram page](#) had been launched.

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## EDI EVENTS AND ENGAGEMENT GROUP

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A revision to the composition and membership of the EDI Events and Engagement Group was approved by EDIC. The Group aims to improve staff and student experiences, enhance inclusion and drive culture change through the delivery of intersectional events and initiatives. EDIC recognised the valuable work of the Group and the level of commitment shown by Group members.



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## ADDRESSING GENDER-BASED VIOLENCE AND SEXUAL HARASSMENT UPDATE

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In March 2023, the University formally entered the charter assessment period for the **EmilyTest Gender Based Violence Charter**. A Task and Finish Group has been established to lead the work on this application with the aim of submitting the assessment in Autumn 2023. Additionally, **EmilyTest L.I.S.T.E.N. Training** has been provided to over 150 members of staff. Further training sessions are planned throughout 2023 and 2024.



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## REVISED PUBLIC SECTOR EQUALITY DUTY EQUALITY OUTCOMES

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EDIC approved the University's revised Equality Outcomes which have been reassessed to embed the new **National Equality Outcomes**. The Outcomes provide a focus and success measures for the University's EDI work. The new Outcomes will be shared with the University community and appropriate committees and groups.



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## EDIC SCHEDULE OF BUSINESS

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A provisional schedule of business for EDIC in 2023/24 was approved. The schedule of business aims to enable EDIC to strategically review EDI activities and respond to the 2021 internal audit recommendations relating to EDI governance

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## ANTIRACISM STRATEGY UPDATE

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The Race Equality Strategy Group (RESG) had continued to review and analyse data to inform its work and had discussed data sets relating to equal pay and the Research Excellence Framework at its last meeting. Members of RESG had also been invited to review the **Prevent Duty Training** and discuss this at their next meeting.



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## MENTAL HEALTH AND WELLBEING UPDATE

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EDIC received an update on the activities associated with the **Staff and Student Wellbeing Strategy**. The Mental Health and Wellbeing Working Group had discussed papers on Workload and Stress Management Support and on the Mental Health First Aid Network restructure as well as an overview of key achievements and priorities associated with year 2 of the Staff and Student Wellbeing Strategy Action Plan.