



Equality and Diversity Strategy Committee

Minutes of Meeting held on 14 June 2021

Zoom Meeting

- Present:** Prof Neal Juster (Convener, vice Prof Sir Anton Muscatelli), Mrs Christine Barr, Mr Liam Brady, Ms Bonnie Dean, Dr David Duncan, Prof Moira Fischbacher-Smith, Mrs Emma Gilmartin, Miss Ella McCabe, Prof Jill Morrison, Miss Rachel Sandison, Ms Lesley Sutherland, Ms Mhairi Taylor
- Apologies:** Prof Sir Anton Muscatelli, Prof Muffy Calder, Prof Frank Coton, Dr June Milligan, Prof Roibeard O Maolalaih, Dr Robert Partridge, Dr Dania Thomas
- Attending:** Mrs Janell Kelly (clerk)

1. Welcome, Introductions and apologies

The Convener welcomed members and noted the apologies received from existing members. He advised University Court member, Dr June Milligan had joined the committee but had sent apologies for today's meeting.

2. Minutes of the previous meeting – EDSC/20210317/Minutes1.0

The minutes were approved.

3. Matters arising – Paper 1

Members noted most actions had been completed. The following updates were provided.

Action 1 – Equality and Diversity Essentials Training Statistics

M Taylor advised EDU will recommence communications on completion rates for mandatory e-learning courses over the summer. Members noted this had been on hold over the last year due to workload pressures in Schools, Research Institutes and Services resulting from COVID-19.

ACTION: EDU

Action 1 – Dignity at Work and Study Policy

M Taylor advised, along with other outstanding EDU 'owned' policy reviews, the review of this policy will be undertaken in time for the next meeting.

ACTION: EDU

Action 4 – Gender Based Violence (GBV) Group to review processes

M Taylor confirmed the GBV Group discussed the reasons for lack of trust in the current reporting systems and hoped to begin work to build confidence. A new GBV intern is now in place and EDSC would receive a full report from the GBV Group at the next meeting.

ACTION: EDU

Action 5 – Review of Provision for Students with Disabilities

D Duncan reported the majority of actions required from the recent review would be in place by the start of the next academic year. J Kelly reported R Partridge had also advised a small number of additional staff are being recruited to enable some early improvements and to create capacity to

deliver some of the changes described in the plan. A more detailed update will be provided at the next meeting.

ACTION: R Partridge/D Duncan

Action 11 – Discussion on Islamophobia Awareness Month

M Taylor advised she and the Convener recently met with Dr Carolyn Kelly, University Chaplain, and while Islamophobia Awareness Month was not discussed, there is a wider update on a related area which the Convener will give under the Equality Champions item later in the meeting.

Action 12 – Gypsy, Traveller, Roma, Showman and Boater (GTRSB) community in HE Pledge

M Taylor reported colleagues in Widening Participation have met with Glasgow City Council however they will be taking forward work required for the Pledge during the 2021-22 academic year.

4. Equality Champion Update – Refugee and Asylum Seekers

R Sandison provided her update separate from the other Champions as she had another meeting to attend. She referred members to Paper 6, under 'Items for Information' on the agenda - the final submission for the University of Sanctuary award. She confirmed EDSC would be updated once the outcome was known.

ACTION: R Sandison

R Sandison reported, following the waiving of fees for refugee and asylum seekers, this year has seen a significant increase in registrations for the Access Programme, with over 30 registrations. As there is no formal application process for the programme further work will be required around the assessment and support for the English language requirements.

She noted the earlier discussion on the GTRSB pledge and suggested this community sit within the Refugee and Asylum Seeker 'portfolio'. Members agreed and asked R Sandison and M Taylor to discuss practicalities and a possible title change for the Champion role.

ACTION: R Sandison/EDU

R Sandison reported Dr Iain Rowe and Miss Marie Bowers have already been awarded £3000 funding from the Chancellor's Fund for their outreach work with schools and GTRSB students around STEMM subjects. They also have applied for a further £15,000 funding from the Psychological Society.

Members noted today marks the start of Refugee Festival Scotland Week (14-20 June). The University, under the UNESCO Chair 'portfolio', has marked this with an exhibition in the Chapel, a virtual panel discussion event and podcasts.

5. Students QlikSense Equality Data – Presentation

M Taylor took members through a presentation using the QlikSense system. She highlighted QlikSense looks at registered active students and data sets are derived from HESA defined fields.

Members noted the reporting tool focuses on the following stages of the student lifecycle:

- **HESA Headcount:** using the HESA standard registration population
- **Undergraduate Continuation (Retention):** Whether students continue to study after 1st year;
- **Undergraduate Good Honours:** Degrees classified as 1st or 2:1;
- **Professional Graduate Destinations:** Based on HESA's new Graduate Outcomes Survey, using the Guardian's definition of professional level employment or advanced level of study.

M Taylor highlighted the following points of interest revealed by the data sets:

Disability:

- A rise of 3.2% in declarations over the last 7 years (2013-14 to 2019-20) to 10.2% (3322) of the population.
- In 2019-20 the majority of students were in the Colleges of Arts and Social Sciences.
- The largest Impairment types reported were 'Specific learning disability such as dyslexia or dyspraxia' following by 'Mental Health Condition'. Other impairment types had much lower populations.
- 'Mental Health Condition' declarations have nearly trebled since 2013-14, increasing from 1.1% of the whole population in 2013-14 to 2.7% (883) in 2019-20.
- For disabled students in 2019-20 key points, only Professional Graduate Destinations showed a negative statistically significant difference at -6.7%. For 'Mental Health Condition', both Continuation and Graduate Destinations show negative statistical differences; -5.5% and -16.1% respectively.
- From this evidence, the University may wish to review the careers support we provide our disabled students.

Ethnicity:

- A rise from 6.7% to 9.9% (2053) in our UK BAME population since 2013-14.
- In 2019-20 the largest cohort were students who identified as Asian. The Colleges of MVLS and Science and Engineering had the highest population of BAME students.
- In 2019-20 there was no statistically significant difference in any of the performance indicators. However, in 2018-19 for Good Honours showed a negative differential of -11.6% for UK BAME students.
- In 2019-20 over 11,000 international students had not disclosed their ethnicity. Addressing this could form an action for future intakes.

Sexual Orientation:

- A large rise in LGB+ declarations since 2013-14 from 6.6% to 14.4% (4077) of the population.
- In 2019-20 the majority of students sat within the Colleges of Arts and Social Sciences
- The largest cohort described themselves as 'Bisexual'; more than three times larger than the next largest cohort of 'Gay men'.
- In 2019-20 there was no statistically difference in any of the performance indicators.

Age on Entry (age ≥ 21 classed as Mature student):

- From 2013-14 to 2018-19 the population of mature students was stable, around 33-34%, with a slight rise to 37.4% in 2019-20 when the majority of those students sat within the Colleges of Social Sciences and MVLS.
- In 2019-20 Continuation, Good Honours performance indicators show a negative statistical difference, while Graduate Destinations shows a positive statistical difference.
- Work is required to try to understand the reasons behind the poorer retention and to look at why this cohort is not achieving such good degree results as their younger peers.

Sex:

- Population has been predominantly female since 2013-14; the gap widened further in 2019-20. It is expected the SFC will restart their requirement to try to address the gender gap in the Undergraduate population.

- As expected, the College of Science & Engineering is the only College with a majority of male students.
- A statistically significant difference was seen in both 2018-19 and 2019-20 for Good Honours with Males performing poorer.

M Fischbacher-Smith suggested the need to check whether students who graduate with ordinary degrees, those without Honours, are included in the data sets.

ACTION: EDU

M Taylor noted the next stage of development, to incorporate Postgraduate data and milestone points, may be delayed due to the original developer moving roles. Members noted the increase in LGB+ declarations and considered whether this was a combination of students becoming more comfortable declaring and the University attracting more students from this community.

M Fischbacher-Smith highlighted 'continuation' could include repeated years and stated poor progression rates (moving to the next year of study) is also being investigated; initial evidence appears to show a relationship with mental health and other disabilities. She also reported discussions were underway with U Khan, Director of Planning and Deputy Secretary, to look at how evidence from QlikSense can be used to identify key actions/interventions to help achieve the University's learning and teaching goals.

M Taylor advised, due to the nature of the information, access to the QlikSense tool is restricted to certain roles but noted within EDSC, R Sandison and M Fischbacher-Smith already have access. She stated other members should contact her if they felt they would benefit from access.

ACTION: All

M Taylor confirmed discussions will continue with the Transitions Working Group and related Learning and Teaching committees. She also confirmed EDSC will receive a similar presentation annually to bring this in line with the staff monitoring reporting.

6. University of Essex Reindorf Report

6.1 Reindorf Report Discussion on possible implications for University - Paper 2

M Taylor introduced Paper 2 which detailed the outcome of a QC-led investigation carried out for the University of Essex looking at the circumstances surrounding their handling of two events involving invited external speakers.

Members noted the main issues resulting from the report for the University of Glasgow are:

- The management of external speakers and the protocols around balancing freedom of speech, academic freedom and the needs of the Equality Act, the Counter Terrorism and Security Act, and ensuring the safety of staff and students.
- The University's position on Sex, gender identity and Gender Reassignment and our provision for trans individuals' using single sex spaces (toilets, changing facilities, accommodation).
- The University's relationship with Stonewall.

Members noted the current Equality and Diversity Policy uses the Equality Act 2010 term and definition of gender reassignment. M Taylor advised while there are exemptions within the Act for excluding trans individuals from single sex spaces these must be 'objectively justified'. She expressed

the view the University could not justify excluding trans individuals from using the toilet of their gender identity, given our policy is aligned with current advice from Advance HE, the Government Equalities Unit and advice from the University lawyer, as well as the lack of any supporting evidence to the contrary.

M Taylor acknowledged the University's current policy on changing facilities and accommodation will be reviewed in light of the Report but highlighted where trans individuals seek accommodation, they normally request mixed accommodation with ensuite facilities. She confirmed she will be meeting with Robert Garnish, Commercial Services Director to look at our provision and policy on this and changing facilities. She confirmed EDSC will be updated on those discussions. **ACTION: EDU**

M Taylor advised the University has received numerous Freedom of Information requests and queries from individual staff and parents about the University's relationship with Stonewall and our membership of their Diversity Champions programme. She reported the LGBT+ Equality Group recently discussed the issues and were asked their views. LGBT+ Group members were very firm that membership was an important, positive signal to the LGBT+ community. M Taylor confirmed EDU would continue to monitor the HE sector for any change in position and the LGBT+ Group and EDSC would be consulted again, prior to the January 2022 renewal date.

6.2 Protocol for Managing Speakers and Events at the University of Glasgow – Paper 3

D Duncan advised this draft protocol was based on an existing protocol which resulted from the anti-terrorism legislation. D Duncan stated, given the size of the University and the number of events held each year, it was set out a common-sense approach which had been reviewed by Alistair Wilson, the University's lawyer. Members noted student societies were also welcome to refer to the protocol.

D Duncan emphasised where concerns about potential breaches of the law were raised, the Referral Group would take careful consideration of all views. Members agreed with L Sutherland's suggestion that the wording of the introduction be strengthened to ensure all event organisers take full consideration of the protocol. **ACTION: D Duncan**

R Sandison supported the approach taken but changes were needed to reflect the shift to virtual online events in both wording and the types of mitigating actions which might be taken. She also suggested the protocol should include safeguarding guidance for virtual events such as considering whether events were recorded events to make them available afterwards, restricting online access and turning off chat functions to avoid disruption through that route. **ACTION: D Duncan**

In response to B Dean's question, D Duncan agreed the protocol, in addition to being housed on the University webpages, would be communicated to Heads of School, student societies and other relevant roles across the University. M Fischbacher-Smith requested it be circulated through the Research Planning and Strategy Committee (RPSC) to ensure Research Deans and seminar coordinators are made aware of it. **ACTION: D Duncan**

7. Student Related Items

7.1 Rollout of SRC's Gender Based Violence (GBV) Module

E McCabe reminded members the SRC, in collaboration with Rape Crisis Scotland and as part of the

Equally Safe campaign, had developed a GBV module in Moodle for students. This has now been embedded within the student induction template and the Glasgow Essentials platform.

E McCabe referred to recent research which highlighted a lack of understanding in the age group due to start University, of what consent means. She asked EDSC for support, already received from both the GBV Group and Gender Equality Steering Group, in making the module mandatory for all students (with an 'opt out' for GBV survivors who would find the course content distressing). She noted other universities had either taken this step or were in the process.

J Morrison stated her full support for making the course mandatory and advised the University's Conduct Team are also very supportive. However, there are practical issues which need to be resolved around monitoring and enforcing uptake and also arranging relevant support for students who experience distress about the contents. E Gilmartin also welcomed the course and stated, without taking away from the importance of the GBV module, this could also be an opportunity to embed the University values as part of any wider induction programme. M Fischbacher-Smith and C Barr voiced their support for this approach, noting such things as academic integrity and expected behaviours could also be covered. Members noted semester 1 of this next academic year could be used to investigate how this could be incorporated into the registration process. Members supported the view that an automated process must be found thus allowing resources to be focussed on supporting students rather than checking completions.

The Convener noted all EDSC members supported making the GBV and other relevant courses or commitments mandatory. He emphasised further work to explore both the IT solutions but also any potential pitfalls which might come should pre-registration students not complete mandatory components of such an induction programme.

D Duncan agreed to work with E McCabe to look at possible solutions for this coming year and to embed this for future years.

ACTION: D Duncan/E McCabe

7.2 Sanitary Bin access in all toilets

E McCabe proposed, following discussions at the LGBT+ Equality Group and with support from Prof Robby O Maolalaigh as Equality Champion, that sanitary bins be added to 'mens' toilets. She advised members although this issue is often thought of as a need for transgender students, the requirement for safe sanitary waste disposal is equally a need for disabled students, and in fact all students who need safe and hygienic disposal of sanitary waste, as the bins are also used for disposal of items such as nappies, incontinence pads, and waste such as wipes not suitable to be flushed down a toilet. E McCabe acknowledged this proposal will have a financial cost, however the lack of safe and hygienic sanitary waste disposal comes with a health risk cost.

D Duncan agreed to discuss the proposal with colleagues in Estates and to liaise with E McCabe on those discussions.

ACTION: D Duncan/E McCabe

7.3 Changing Places facilities on campus

E McCabe acknowledged there were '[Changing Places](#)' facilities in the James McCune Smith Learning Hub and Kelvin Hall, with more planned for new buildings on the Western Infirmary site, however the

existing estate has no such provision. She stated Prof Frank Coton has given his support for the proposal to develop 'Changing Places' facilities across the existing estate. This would mainstream their provision, meaning individual arrangements revolving around the current limited availability would no longer be needed. This would encourage prospective disabled students and prove our commitment to inclusiveness and civic engagement. E McCabe confirmed she had already raised this issue with Ian Campbell, Executive Director of Estates.

D Duncan suggested a new 'Changing Places' facility could be incorporated in the proposed repurposing of the Fraser Building. M Taylor agreed further improvements were needed to ensure coverage across both campuses to ensure staff and students did not have to travel distances to access them. She suggested the St Andrews Building, with its intensive use for both Degree and Short Courses, was also an obvious option for such a development. The Convener agreed to take this forward with Estates colleagues to look at potential development sites. **ACTION: Convener**

E McCabe then drew members' attention to the long-standing request for accessible toilet facilities in the Committee Rooms area/level of the Main Building. She highlighted this area is heavily used for meetings, interviews, graduations, conferences and many public events and the lack of these facilities is unacceptable. M Taylor reported the preparation kitchen area had been identified as a suitable site however Commercial Services are very reluctant to give up this up. She noted Prof Frank Coton had expressed the view that the lack of this provision was now completely unsustainable. The Convener agreed to take this matter forward with Estates colleagues to seek a solution. **ACTION: Convener**

8. Staff Related Items

8.1 Wellcome Trust ISSF – Paper 4

Members noted the Wellcome Trust may open up their Institutional Strategic Support Fund (ISSF) Diversity and Inclusion fund to all academic disciplines which would provide the opportunity to access this funding for Equality, Diversity and Inclusion (EDI) initiatives across all Colleges. It was noted it would be prudent for Colleges to investigate potential projects.

9. Equality Champions Updates

9.1 Age

Members noted EDU received an enquiry about how the University considers multi-generational diversity and the benefits of embracing this. The enquirer has been asked to provide more information on what actions the University could take on this.

9.2 Disability Equality Group (DEG)

M Taylor reported DEG heard from the newly formed Neurodiversity Network, which is for people who identify as neurodivergent and those who research in that area. The Network is very active and has already held a number of events. She provided a brief outline of the outputs from the separate ISSF funded Neurodiversity project within the Institute of Cancer Science. DEG provided feedback on the draft Reasonable Adjustment Passport for disabled staff which was well received. DEG also discussed digital accessibility, how to increase the uptake of the e-learning course for managers on reasonable adjustments and the impact on both disabled students and staff supporting the last minute change to arrangements for timed exams.

9.3 Gender Equality Steering Group (GESG)

J Morrison provide an overview of the last meeting of GESG. Gender Pay Gap data was discussed with good progress made in some areas. A report from the GBV Group highlighted 160 staff had attended investigator training provided by Rape Crisis Scotland, new First Responders were trained. An intern has been appointed who will take forward some of the GBV Group outstanding actions.

J Morrison reported the appeal on the outcome of University's Athena Swan institutional Silver submission saw the University's current Bronze award renewed. She expressed the huge disappointment felt by all colleagues involved and confirmed discussions at the follow up meeting with Advance HE were frank and robust. She noted Advance HE representatives had commented on the strength of the submission and the decision had been borderline. She noted the frustration with this latest institutional outcome reflected experiences in the wider sector, which in turn had brought about the current Athena Swan Transformation project.

J Morrison also highlighted, within the recent PSED Outcomes, one of the KPIs is to grow the number of women in senior roles to 50% by 2030.

9.4 LGBT+ Equality Group

M Taylor reported the LGBT+ Group discussed, following an enquiry from the School of Education, whether to participate in LGBT Youth Scotland's LGBT Charter. It was decided the Charter was not appropriate for the University at the moment but the School could participate if they wished. She also reported extensive events were being held by both the staff Network and student society during June's Pride Month.

9.5 Mental Health

D Duncan reported POD colleagues are developing a Colleague Wellbeing Strategy to match the existing student strategy. Student support provision has been increased with plans for further provision through college-based Student Support Officers and central welfare officers, who will work with Counselling and Psychological Services, allowing for more extensive and varied support options. He also reported there had been an increase in calls for the Crisis Team from students in distress over the last year but that the team has worked well to support those in need.

9.6 Race – Understanding Racism, Transforming University Culture Update Report – Paper 5

B Dean referred members to Paper 5 which details progress on actions over the three months since the launch of the Report. She highlighted the recent, and very successful, 'Decolonising the Curriculum' event. She hoped recordings of the event will soon be made available for those unable to attend. She also confirmed work has continued with SMG members to support them in progressing their objectives; this will be further assisted when the new post in EDU is appointed and starts.

Members noted, following clarification from D Duncan, Court has an informal goal to have three Court members from ethnicity minority backgrounds over the next 12 months.

She further advised PwC have begun a Cultural audit, in support of the URTUC Action Plan, which is expected to report in late July. EDSC will have sight of this once available. **ACTION: B Dean**

L Sutherland endorsed the Decolonising the Curriculum event, having attended. She suggested the new Race Equality training be made available to Court. **ACTION: EDU/D Duncan**

Members also noted discussions were ongoing in the HE sector with 'diversifying' rather than 'decolonising' being preferred. Members welcomed M Fischbacher-Smith's confirmation that the University profiles inclusive language and champions 'widening narratives' which enrich the curriculum, rather than the idea of removal which 'decolonising' can be interpreted as.

9.7 Religion and Belief

The Convener confirmed he would take forward the outstanding action relating Islamophobia Awareness Month. **ACTION: Convener**

He reported the University Chaplain, Rev Carolyn Kelly, is reviewing the provision for, and use of, the University's prayer and reflection rooms. Currently all such spaces are designated as 'interfaith' but this does not appear to serve any community well. He noted there may be a need to increase provision, ensuring they are also situated appropriately, to accommodate our Muslim community on campus as student numbers increase. EDSC to be updated following the conclusion of the review.

ACTION: Convener

10. **Items for Information**

10.1 University of Sanctuary – final submission – Paper 6

Members noted Paper 6 was discussed earlier in the meeting.

11. **Any other business**

11.1 Votes of Thanks

Members echoed the Convener's thanks to L Brady for his time as SRC President and wished him well for the future.

12. **Date of Next Meeting**

TBC