NOTES OF MEETING
Equality and Diversity Network
Date: Wednesday 29th April 14:00hrs
R1.13 Ramphal

In Attendance
Darren Wallis (Chair)
Sandra Beaufoy (Secretary)

Approval of Notes of the meeting held on 3rd March 2015

Minutes approved and to be published on the Equality and Diversity webpages
http://www2.warwick.ac.uk/services/equalops/eo_network

Update provided on the International Women’s day event. Following the success of this year’s event, a similar event will be held next year on Wednesday 9th March 2016.

Welcome and Introductions from Darren Wallis

Darren Wallis welcomed everyone to the meeting and gave a brief overview on the agenda items, the background to the University’s Strategy and how equality objectives can link to the goals.
http://www2.warwick.ac.uk/about/strategy

Equality Objectives

The attendees were split into groups and provided with a copy of one of the 6 goals of the University strategy. Each group were asked how they thought equality objectives could link into each goal, and for suggestions of possible objectives. Following the meeting attendees were asked to send through any further thoughts to Claire Algar, via email.

A summary of the group discussions will be circulated in a summarized paper.

Some of the views expressed during the meeting were:

- Communication and understanding of what is sustainability and how is this relevant to individuals. How this would impact on the community and how the principles could be followed at home and work.
- How much work is being done in Outreach outside of the STEMM departments?
- What is the perception of Warwick to the local community and do the links need strengthening.
- Some students may not apply to Warwick as it is perceived as being elitist.
- What are the admission figures linked to Widening Participation. Clarification on how students are recruited through WP.
- When working collaboratively with external partners, do they share our E&D values?
• The Monash partnership could be seen as discriminative against women, families, those with a disability and cultural differences due to the expectation of long distance travel. Eight male members of staff were appointed, was this equal opportunity for all and were all barriers considered.
• The E&D E-learning modules should be compulsory for all members of staff

Line Manager ‘How to Guides’

Claire Algar gave a short presentation on the draft Line Manager Guides linked to each protected characteristic. Staff were asked for comments and if they thought the guides would be useful.

The guides will be available on a dedicated webpage and promoted to line managers through various channels of communication, and through induction events and Windows on Warwick sessions.

Initial feedback from the meeting was positive.

Disability update

Despina Weber gave a brief update on the proposed changes to the Disabled Student Allowance that will take affect from September 2016. A working group has now been formed and an action plan compiled to meet the objectives set.

Next Meeting

TBD