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LIVERPOOL HOPE UNIVERSITY

EQUALITY AND DIVERSITY STEERING COMMITTEE: 1st JUNE 2022

PRESENT: Dr C. Walsh (in the Chair), Dr G. Anderson, Mr A. Atherton Dr A. Ghalib, Dr P. Haynes, Dr O. Khaiyat, Mr J. Ryan, Ms S. Trujillo, Ms O. Vann

Apologies: Dr K. Wilson, Ms C Talbot

Secretariat: Mr M. Jones

1. Minutes of the previous meeting

Members had received minutes of the meeting held on 2nd March 2022. The minutes were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

(i) NML Respect Group

The Chair confirmed that she, along with Dr Anderson and Ms Murray, had met with the NML Respect Group. The Chair added that the meeting had identified a number of potential areas of collaboration between the group and the University.

(ii) Cornerstone Building

Mr Jones informed members that he had passed this query on to Mr Ellison.

(iii) Global Majority Staff

The Chair asked Mr Jones to contact Ms Talbot re this action point.

ACTION: Mr Jones to contact Ms Talbot, as above.

3. Terms of Reference 2022-2023

Members had received the updated Terms of Reference and noted a number of minor changes.

4. Updated Equality and Diversity Objectives June 2022

Members had received the updated Equality and Diversity Objectives. In relation to the sector on gender inequality, the Chair informed members that Dr Haughan has

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established a working group to look at this issue. Dr Khaiyat reported that during performance reviews female members of staff have requested an increase in opportunities to make a wider contribution to the University. The Chair undertook to contact Ms Talbot re this.

ACTION: Chair to contact Ms Talbot, as above.

Ms Trujillo raised the issue of employment and retention of staff from the Black and Global Majority. The Chair undertook to contact Ms Talbot re this.

ACTION: Chair to contact Ms Talbot, as above.

Members noted the objective relating to the inclusivity Moodle template. The Chair undertook to contact Ms Murray for an update on the item relating to this at the recent Learning & Teaching Day.

ACTION: Chair to contact Ms Murray, as above.

Mr Atherton asked whether the University would consider signing up to the government's Disability Confident employer scheme. The Chair undertook to contact Personnel re this.

ACTION: Chair to contact Personnel, as above.

5. Decolonisation of the Curriculum

Members had received the update from the Community of Practice on Decolonising the Curriculum. The Chair informed members that the paper had been presented to Academic Committee, following which Dr Haughan requested that it come before Equality & Diversity Steering Committee. The Chair informed members that decolonising the curriculum will be a part of all future co-design events. Dr Anderson welcomed developments in this area and suggested that the update be tabled at Mission & Values Group.

ACTION: Mr Jones to send paper to Chair of Mission & Values Group.

Dr Anderson suggested that one of the authors of the paper be invited to the next meeting of the committee in order to discuss the paper's recommendations with a view to drafting an action plan. The Chair asked Mr Jones to add Decolonisation of the Curriculum to the agenda of the next meeting and invite one of the paper's authors.

ACTION: Mr Jones to add agenda item, as above, and invite author of paper to next meeting.

6. Access and Participation Plan Monitoring Update

Members had received the 2020/21 Monitoring Report. The Chair informed members that if the OfS deems the University's monitoring report to have met its standards the

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University will be permitted to conduct its own monitoring. The Chair informed members that the University achieved all of its targets, with two exceptions.

Members had received the APP Accessible Summary. The Chair informed members that OfS has instructed universities to produce a three-page summary of their Access and Participation Plan in order to make the information more accessible to prospective students. The Chair informed members that the document will go to Senate and University Council for approval in advance of the 31st July 2022 submission deadline.

7. Union updates

Mr Atherton stated there were no issues to raise on behalf of Unison. The Chair informed members that Dr Yeates had forwarded her two issues (promotion statistics and use of marital titles), which she has forwarded to the relevant colleagues.

8. Students' Union

Ms Trujillo informed members that her term as Sabbatical Officer ends on 30th June 2022 and introduced Ms Vann as the Vice President Elect for Welfare and Community. Ms Trujillo informed members that she would forward a report detailing the Students' Union's activities during 2021/22 to the Chair.

9. Enhancement and Advancement

The Chair informed members that this agenda item would have an increased profile for the 2022/23 academic year.

10. AOB

There was no other business.