CONFIRMED

LIVERPOOL HOPE UNIVERSITY

EQUITY, DIVERSITY AND INCLUSION COMMITTEE: 26TH FEBRUARY 2025

PRESENT: Professor C Carroll-Meehan (in the Chair), Dr A. Alifuoco, Dr C. Bagelman, Ms L. Mansell, Ms S. Meir, Mr J. Ryan, Ms C. Talbot, Ms E. Taylor, Dr C. Walsh

Secretariat: Mr M. Jones

The Chair welcomed members to the first meeting of the re-named and reconstituted committee and thanked Dr Walsh for her work as Chair of the committee in its previous incarnation.

1. Minutes of the previous meeting

Members had received minutes of the meeting held on 30th May 2024. The minutes were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

Re membership, the Chair asked Ms Meir to contact Professor Donnelly re a representative from his faculty for the committee. The Chair asked Mr Jones to contact Mr Grice and Dr Mercer re trades unions representatives for the committee.

ACTION: Ms Meir to contact Professor Donnelly, as above.

ACTION: Mr Jones to contact Mr Grice and Dr Mercer, as above.

3. Terms of Reference

Members had received the updated terms of reference. In addition to the duties listed in the document, the Chair informed members that the committee would also be overseeing the University's Athena Swan Bronze application. Ms Talbot reminded members that attaining the Athena Swan Bronze rating by 2028 is one of the University's KPIs. The Chair reminded members that the committee presents an annual report to UEB and Senate, providing assurance on the University's approach to EDI. Dr Walsh informed members that she is working in concert with the Student Data Team to assemble data in relation to this. The Chair asked Mr Jones to add an item relating to this data to the agenda of the next meeting.

ACTION: Mr Jones to add agenda item, as above.

The Chair asked Dr Walsh to circulate the most recent Student Data Report to members.

ACTION: Dr Walsh to circulate report, as above.

The Chair emphasised the importance of the committee having a visible presence on the University website. Ms Talbot noted that the EDI page is currently on the People Services section of the website. Dr Alifuoco suggested the establishment of an EDI Hub on the website. The Chair undertook to discuss EDI presence and placement on the website with IT Services.

ACTION: Chair to discuss with IT Services, as above.

Ms Mansell emphasised the importance of raising awareness of the Access & Participation Plan, and the committee, across the University.

4. **Staff Updates**

Ms Talbot informed members that the recent implementation of Workers Protection Act should impact positively on EDI. Ms Talbot added that as a result of the act, new policies will require EIAs. Ms Talbot informed members that People Services recently issued a guidance document for managers in relation to supporting colleagues during Ramadan.

Dr Alifuoco informed members that students have raised issues in relation to accessibility at Creative Campus. The Chair asked Dr Alifuoco to contact the relevant Head of School or Executive Dean.

ACTION: Dr Alifuoco to contact Head of School/Executive Dean.

The Chair asked Mr Jones to circulate a link to the Estates jobs form to members.

ACTION: Mr Jones to circulate link, as above.

Dr Alifuoco informed members about Breaking Barriers, a recent research project exploring EDI in higher education. Dr Alifuoco added that workshops linked to the project are available. The Chair undertook to discuss this with Ms Anton.

ACTION: Chair to discuss with Ms Anton, as above.

Ms Mansell raised an issue in relation to the change from terms to semesters, voicing the opinion that this would impact upon childcare half term arrangements for staff with children. Ms Meir suggested Ms Mansell raise this issue with Dr Marsh.

5. **Student Update from Students' Union**

Ms Taylor raised an issue relating to the lifts at Creative Campus, and the lack of access to a number of rooms. The Chair advised Ms Taylor to log any issues with Estates.

Ms Taylor informed members that she is in discussion with Dr Haughan re the possibility of staging an 'accessible graduation' event for students who do not feel able to attend the main event.

6. **AOB**

Dr Alifuoco suggested that an EDI item be added to the agenda of each Learning & Teaching Day.