



Equality and Diversity Committee Meeting

2 p.m., Thursday, 11 March 2021
Meeting to be held via videoconference

Agenda

Committee Members:

Prof Ann Copestake (Acting Chair, AAC)
Dr Heidi Howard (HH)
Dr Miriam Lynn (MEL)
Dr Anil Madhavapeddy (AVSM)
Mrs Joy Rook (JLR)
Ms Agnieszka Slowik (AS)
Mrs Caroline Stewart (CS)
Ms Celia Burns (Secretary) (CB)

1. Apologies for Absence

Apologies have been received from Heidi Howard.
Anil Madhavapeddy is on sabbatical leave.

2. Minutes of the Last Meeting

The minutes of the meeting held on 24 November 2020 are attached (2021-03-02).

3. Update on Pending Actions

i. Unconscious/Implicit Bias online training for PhD students and Post-Docs

CS was going to request a burst report showing completion rates for the training course for PhD students and Post-Docs, as is already produced for staff. JLR was going to ask Lise Gough to add this training requirement to the induction process for new PhD students if they intend to have any contact with undergraduate or Masters students. AAC asked for this training completion data to be reported annually. CS and JLR to report.

ii. Committee Membership

- (a) ***New member to replace Dinah Pounds:*** AAC was going to talk to Rob Harle (who will be taking over as Chair of the TMC from Easter term) about membership of this Committee as an ex-officio duty of the Director of UG Education. AAC to report.

- (b) **Replacement member and Chair:** AAC and RMM were going to discuss RMM's replacement. AAC to report.

iii. Actions from the Silver Award application for the Committee to take forward

- (a) **Develop women@CL:** AVSM was going to take this action forward, including contacting DoSs and asking the organisers to disseminate more details to people about the group's events. AVSM is currently on sabbatical leave and will report following his return.
- (f) **Improve awareness of career development and job opportunities:**
AAC was going to talk to Helen Francis about the suggestion for a group to help people apply for JRFs. AAC to report.

4. Committee Remit and Membership

To discuss.

5. Monitoring of Student Admissions and Performance in Terms of Gender Balance

Dinah Pounds has provided a report on student performance during the Michaelmas 2020 term (2021-03-05). To discuss.

6. Any Other Business

7. Date of next meeting