



Equality, Diversity and Inclusion Committee (EDIC) Meeting

Tuesday, 29 October 2024, 11.00 – 12.30

William Gates Building, Room FW11

Agenda

Committee Membership:

Professor Alastair Beresford, Head of Department (Chair)

Celia Burns, Faculty Administrator (Secretary)

Rachel Gardner, Communications Manager

Dr Prakash Murali, Associate Professor

Aga Niewiadomska, Outreach Administrator

Dr Peter Ochieng, Research Associate

Komal Rathi, Chair of Women@CL

James Sharkey, Senior Research Software Engineer

Caroline Stewart, Departmental Secretary

Konrad Witaszczyk, Research Associate

1. Apologies for Absence

2. Conflicts of Interest

3. Committee Membership and Representation

i. EDI Committee Membership

- Professor Alastair Beresford is taking over as Chair while Professor Robert Watson is on sabbatical leave.
- Welcome to new members, Kamal Rathi and Dr Prakash Murali.

ii. Committee representation on the EDIC

To discuss: whether we should require representation from other committees (postdoc and student committees, for example).

4. Athena Swan

i) Result of the Application for Renewal of the Bronze Award

To note: our application for renewal of the Bronze Award was submitted on 31 May 2024. Notice that the Bronze Award had been conferred was received on 11 July 2024. The award is valid until 31 July 2029. The application (with personal information and photos redacted) has been posted on the [CST Athena Swan website](#).

ii) Feedback on the Bronze Award Renewal Application

To note the [feedback from AdvanceHE](#) and consider any action needed.

iii) **Action Plan**

To discuss: how to proceed with actions (see [Athena Swan Action Plan V1.xlsx](#)). The main action points are listed below.

1. **Bullying and harassment:** improve student and staff understanding of bullying and harassment reporting and handling.
 2. **Committee consideration of EDI:** all departmental committees to consider EDI as part of their work
 3. **Gender and other diversity in departmental events, such as seminars:**
 - a. Regular monitoring of gender and other diversity in departmental events
 - b. Improve the diversity of speakers at departmental events
 4. **Surveys:** continuation of regular student and staff surveys annually
 5. **Career trajectories:** exit interviews and career trajectory monitoring
 6. **Gender awards gap:** review of
 7. **Nomination of female senior research staff and faculty for awards**
 8. **Career progression support:** improvement of
 9. **Charts:** regular production and review of
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5. **Disability Access Audit/Survey of the Building**

To discuss: a suggestion has been made to carry out a disability access audit of the building.
 6. **Invitation to Frank Dobbin**

To discuss: Frank Dobbin, one of the authors of 'Getting to Diversity' (<https://www.hup.harvard.edu/books/9780674276611>), has been given an honorary appointment at the Judge and will be coming to Cambridge reasonably regularly. Is there an opportunity to engage with him on one of his visits?
 7. **Tracking Gender Balance in Part II and Part III Examinations**

At its recent meeting, the Faculty Board considered the External Examiner's report on the 2024 Part III exams. One of their suggestions was for the department to consider gender balance and compare how female students ranked in Part II versus Part III to make sure that implicit bias against female students is not happening in this last stage. The Faculty Board has referred this issue to the EDI Committee for consideration.
 8. **Any Other Business**
 9. **Date of next meeting**