Equality, Diversity and Inclusion Committee (EDIC) Meeting

28 February 2025, 11.00 – 12.30
William Gates Building, Room SW00

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
Komal Rathi, Chair of Women@CL
James Sharkey, Senior Research Software Engineer
Caroline Stewart, Departmental Secretary
Konrad Witaszczyk, Research Associate

Professor Thomas Sauerwald, Deputy Head of Department, is joining this meeting to report on some of the agenda items.

1. **Apologies for Absence**
   Apologies have been received from Rachel Gardner and Komal Rathi.

2. **Conflicts of Interest**

3. **Minutes of the Last Meeting**
   For approval: the minutes of the meeting held on 29 October 2024 (EDIC-2025-2-3).

4. **Report on Actions from the Last Meeting**

   i) **Committee Membership List**
      Alastair shared a membership list for review by the committee. A version showing current membership shows two vacancies: the Chair or a member of LGBTQ+@CL and an undergraduate representative (EDIC-2025-02-4i).

   ii) **Next Athena Swan Application**

   (a) **Bronze or Silver Award**
       Gina Warren (ED&I Consultant) has provided advice on whether achieving the Bronze Award renewal application actions would be with a view to maintaining the Bronze award only or whether it would be enough to apply for a Silver award. Gina has advised that the decision to go for Silver should be based on the impact of the actions rather than simply completion of them. We should,

therefore, consider whether we meet or surpass the success measures that we put in place, and whether there has been sustained progress over the course of the years of the action plan (and perhaps even the year before that).

(b) Sample Silver application under the new Athena Swan
Gina considers the Silver application from the University of Bath (EDIC-2025-2-4ii) a good example of a new Silver submission. Gina notes that most applications at Cambridge have been renewals or new Bronze awards. Physics consider their application (submitted in 2018) to be too old to be a good example under the new Athena Swan format.

iii) Athena Swan Action Plan

1. **Bullying and harassment: improve student and staff understanding of bullying and harassment reporting and handling.** Konrad has prepared a [working document](#) showing suggestions for how steps for reporting bullying and harassment can be communicated. The document was circulated on 17 January for review by the Committee (EDIC-25-2-4iii1). To discuss.

2. **Committee consideration of EDI: all departmental committees to consider EDI as part of their work.** Caroline has asked all department committees to include a standing item on EDI. The Committee should review whether Committees are acting upon this request so that this can be followed up as necessary.

3. **Gender and other diversity in departmental events, such as seminars (regular monitoring of, and an increase in, diversity).** Ben Karniely, Senior Research Strategy Coordinator, has provided figures for 2023/24 on the gender of speakers for the Wednesday group meetings, the Wheeler Lecture, Tech Talks and Research Showcases (EDIC-2025-2-4iii3).

4. **Surveys: continuation of regular student and staff surveys annually.** Results from the surveys are to be discussed by the Committee (see the Staff and Student Surveys main agenda item 6 below).

5. **Career trajectories: exit interviews and career trajectory monitoring.** See main agenda item 9 below, where this item is to be discussed.

6. **Review of the gender awards gap.** Performance at the TMUA was going to be analysed (against Tripos performance and by gender). See main agenda item 5 below.

iv) Disability Access Audit/Survey of the Building
The Disability Access Officer, Estate Development, has advised that audits/surveys have already been carried out on all University buildings and are available on the [AccessAble](#) website. Professor Sauerwald has agreed to look at the audit for the William Gates Building (EDIC-2025-2-4iii8). Prof Sauerwald to report.

v)   Engagement with Frank Dobbin, co-author of 'Getting to Diversity'
   Alastair has reported that Frank is scheduled to give a talk at 14:00 on 19 March in Lecture Theatre 1.

vi)   Tracking Gender Balance in Part II and Part III Examinations.
   See item 5 below.

5.   Tracking Gender Balance in Exam Performance
Prof Thomas Sauerwald will present some data which cuts across Review of the Gender Awards Gap (item 4iii6) and Tracking Gender Balance in Part II and Part III Examinations (item 4vi).

6.   Staff and Student Annual Surveys
Committee members to discuss the results. EDIC-2025-2-6 compares the Department's results against those of the University.

7.   Being LGBTQ+ in Cambridge: A Review of the Experiences and Support of Staff at the University of Cambridge
EDIC-2025-2-7 includes a summary of the report findings, together with the high-level action plan. To discuss.

8.   Gender Neutral Bathrooms
Professor Robert Watson has made a request (EDIC-2025-2-8) for the department to develop specific plans to introduce gender neutral bathrooms. To discuss.

9.   Career Trajectories: Exit Interviews and Career Trajectory Monitoring
This item originates from the Athena Swan action plan and was discussed at the last meeting (see item 4iii5 above), with actions required relating to:

- an exit survey (with an option for an exit interview), suggested as a more achievable option than an exit interview. James has prepared a [working document](#) with some comments on the current exit interview questions and some thoughts about the Athena Swan action point (EDIC-2025-2-9).
- the importance of monitoring this kind of data for the REF in highlighting our contributions to a good research environment.
- the possibility of sending a survey to Ring members and postdoc students to collect historical data.

To discuss.

10.   MPhil Applications: No Research Opportunities
At its meeting on 28 January 2025, the People and Operations Committee discussed some suggestions around recruitment that could be flagged to the University. The Committee thought that one of the suggestions would have greater impact if it was discussed and submitted by the Postgraduate Education Committee and the Equality, Diversity and Inclusion Committee. The suggestion was to add a box on the MPhil application form where applicants can indicate that there are no research opportunities in their country. To discuss.

11. Outreach Committee Strategy

To monitor the effectiveness of the Outreach Committee's work and determine where future efforts can be most effectively directed, the Outreach Committee will collect and analyse data about Computer Science applicants and undergraduate students studying at the Department. The data might include, for example, sex, deprivation (e.g. via POLAR4 and TUNDRA), national and ethnic origin, and educational background, and they might assess statistics for applications, offers, acceptances and outcomes (e.g. classes of degrees awarded).

The Outreach Committee would like to know whether EDIC is happy for them to take on this work, whether there are any particular statistics that should be collected, and any other views that EDIC would like to offer on this aspect of the proposed outreach strategy. To discuss.

12. Any Other Business

13. Date of next meeting