EDI Network Meeting March 10th 2021

University Level

Webpage

The new University wide EDI website is live it is designed to serve as a "hub" for staff and students to engage with and be signposted to EDI events, networks, policies, training, projects, etc.

The aim is for the website to offer a more dynamic platform for the showcasing of good practice across the University as well as the promotion of upcoming initiatives staff and students can take part to which is more conducive of an inclusive culture.

If you have story or event that you would like including on the page just 'tag' and add the 'category' **EDI** to your blogs and calendar entries and it will show on the news and events page.

Annual EDI Report

The new EDI report for 2019-20 and action plan 2020-21 has been created and will go to EG for approval in the first week of March and then to Council at the end of March, once approved the report will be placed on the EDI web page for review. The report is smaller and more focussed this year and looks to demonstrate not only the work that has been completed but also the impact of the work

Governance Structure

The first meeting of the EDI strategic meeting took place, at the meeting the new governance structure was reviewed along with the terms of reference for the group. The next layer if meetings will now look to be organised and the first meetings to take place ASAP (part of group discussion on agenda)

The Role of the EDI manager has now been advertised and has now closed.

I took away actions to also look into reasonable adjustments and the implementation of a reasonable adjustment Passport and to set up the EDI operations group meeting and the EDI forum meeting

Students

History Month Events
LGBTQ History Month concluded with significant support of Staff LGBTQ Network and Kent Union. Students are working to cement a standard cycle of network calendar of events. Programming scheduling is underway and is setting a good precedent for all other Student Networks and Societies to take up.

International Women's Day launched as a social media campaign. The Student Women's Network produced a series of informational captions to honour women's achievements. The Network is seeking to build partnerships to continue to highlight women for every event.

WorldFest launched in March and will run through out the month. Due to Covid-19 all events will continue virtually and information on them can be found here. Student networks are participating in various events, and all are encouraged to also participate! We are working with WorldFest Planning Committee to link the events page with the EDI Website.

Mindful of Student Concerns

Student Networks continue to raise concerns about funding for their events. Student Services is currently crafting a form to highlight and make accessible all of the funding available to support network activities. Approval is anticipated. In the meantime, students have been encouraged to contact Auzimuth Jackson, Student EDI Officer directly to inquire about funding options.

We are also being mindful of students concerns with virtual fatigue and accessibility. The InK Tool has been relaunched and highlighted on EDI Website and Student Services anticipates an increase in its use.

Staff

New Online Staff Harassment Reporting Form
Reporting harassment

Since the publications of a number of reports by the EHRC – Tackling racial harassment- Universities challenged, Sexual Harassment and Harassment ay work guidance document and the Universities UK Tackling Racial Harassment in Higher education guidance, we have been working to implement a number of the recommendations made;

- Completion and tracking of training to increase the understanding of harassment,
- An update of our intranet pages and induction to supply more information in relation to harassment,
- A review of our policies and investigation processes as well as the process for reporting.

We are pleased to announce as a result of this work, in Collaboration with the University IS department and our harassment contacts, an online form has been created that will allow all staff to disclose and report a number of situations either **anonymously** or **fully disclosed**.

Staff can make a report using the online reporting form situated on the new EDI intranet page or by contacting one of the many harassment contacts for advice.

New training **is available for all Staff on Bullying and Harassment via Staff Training Moodle**

This module will introduce you to the causes and costs of bullying, harassment and victimisation in the workplace. It will show you how to identify bullying behaviour and the steps you can take to put a stop to it.

Harassment contacts - We are always looking for more harassment contacts and would like to increase the diversity of our pool of contacts. If you would like to become a Harassment contact please email Staff Harassment to receive further information on the process and the training you will receive.

Harassment contact training – 30th March 14.00-16.00 - Let Claire know if you wish to attend and become a harassment contact

Mental Health resources/ Training

- **Mental Health for Managers**, session available Thursday 25th March 0930-12.30 – book via Staff Connect
- On staff training Moodle, a new online module was released on the 4th February on **Mental Health Awareness**, which is open to all staff

The Team working on implementing the Thriving at work, mental health in the workplace standards have launched the One Stop Shop of Mental Health resources for all staff to access. Including the information on the Staff Employee Assistance Programme.

Over the next couple of months we will be arranging some Lunch and Learns around different University processes i.e. EAP/return to work interviews and the referral scheme and also look to implement Mental Health Champions

Gender Pay Gap 2020

The new report has been written and is awaiting approval this will be published on the EDI webpage by the end of March

Tackling Racism Training Programmes

There is a university level tackling racism action plan that all parties are reviewing at the moment before the actions are being taken forward

A new **Challenging Racism webpage** has been created which details all the demands that were recently made along with events and action updates – just waiting to go live

Challenging racism training programmes – there are a series of events planned
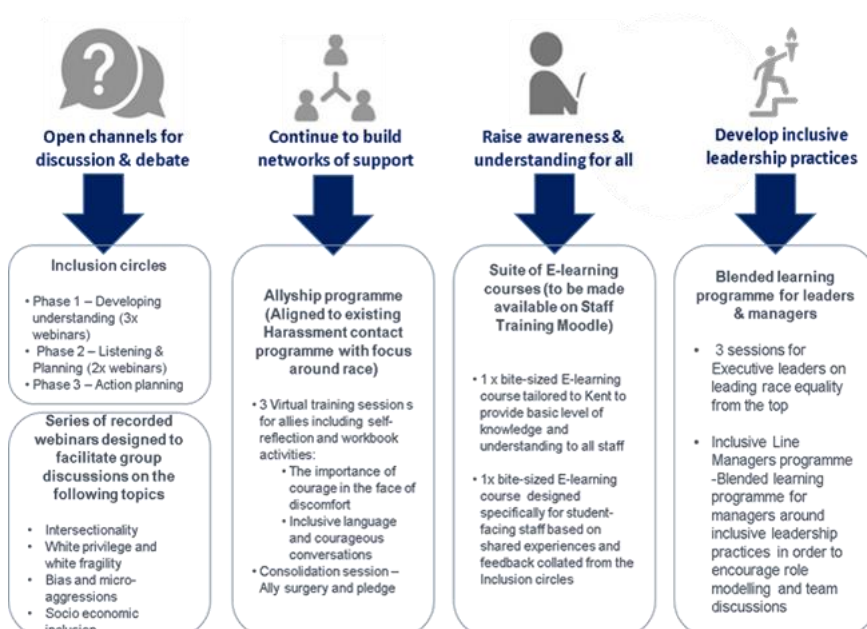Live Webinar Series 18th March - White Privilege - Speaker Deborah Gabriel
Live Webinar Series 19th April - Let's talk about Race - Speaker Dr Jason Arday
Inclusion Circles - 22nd April - Taking action on race inequality and inclusion - booking via Staff Connect - opens Monday 22nd Feb

Inclusive Line managers programme – Coming soon

ELearning – Coming soon

Other information

- Disability Staff network meeting 23.03.21 10.00-12.00
- New EDI rep induction planned for 8th April – Contact Claire Chapman 13.30-15.00

Next EDI rep meeting will become the EDI Forum and the meeting will take place for the Kent EDI Forum Teams site

16.06.21   13.30-15.00

Action Items:

- Contact Central Comms about ensuring that the EDI site is linked from the Front Page – Action - Claire Chapman
- Provide an explanation as to the time line for reporting incidents for students – Action - Simon Grimes
- Provide a proposal for EDI forum to reflecting the following suggestions—Action- Auzimuth Jackson
  - Online forum Set up Teams site that is open to the organisation
  - Arrange termly meeting
  - Arrange themed meetings as required
  - Prepare organisational communications to promote the EDI forum
  - Forum open to all staff and student
  - Individual network meetings to continue
  - Networks to attend to support questions etc. from staff/Students