# EDI Forum Minutes

## 8 November 2022, 10am-11.50am

[Online](https://teams.microsoft.com/l/meetup-join/19%3Ameeting_NDVmYzdiN2YtY2M3My00MGI1LTljYzMtM2U3MjgyY2Q1NTM4%40thread.v2/0?context=%7b%22Tid%22%3a%2251a9fa56-3f32-449a-a721-3e3f49aa5e9a%22%2c%22Oid%22%3a%224094f77f-65bf-4594-8fc5-f8016658dc96%22%7d)

Chair: Kim Mulholland

18 individuals in attendance

### Welcome and Introductions

Welcome from KM and introduction from the EDI team members presented (Janice Markey, Kim Mulholland, Tanesha Allen, Madeline Kendall-Smith and Becky Lamyman).

### 2.0 Mental Health Resources and Discussion

Brenda Brunsdon, the Occupational Health and Wellbeing Team Manager gave a [presentation](https://livekentac-my.sharepoint.com/%3Aw%3A/g/personal/bmb_kent_ac_uk/ESEsZBYkqYFIsnc5DzLMaKsBAB8P5Dl8Ru0nPQ6gIt6nsw?e=ECsPRB) on resources available for staff for mental health and wellbeing support.

Noted that in a recent Business in the Community and BUPA 2020 Report 41% of employees experienced poor mental health due to work. Three key areas included:

* Too much pressure
* Workload impacting on ability to take leave
* Lack of support

Key support includes:

* Risk Assessment Tools for Individual and Departmental Stress
* RPD interviews – opportunity to discuss any wellbeing issues
* Staff friendly policies – organisational sick pay, holiday pay, generous paid holiday entitlement, hybrid / flexible working, EDI policies, Inclusion Passport
* Employee Assistance Programme provides a variety of health and wellbeing support, information and advice, telephone / face to face and online counselling (assessed against the short therapy model and allows up to 8 sessions). If any staff members are concerned about their contact with EAP they should get in touch with OH.
* Staff can self-refer to OH who have the ability to refer to local counselling support if needed, up to 20 sessions over the course of their employment.

Staff resources include:

* Occupational Health counselling referrals
* Staff Mental Health Support webpages
* Health and Wellbeing website
* Mental Health Allies Network
* Wellbeing Toolkit
* Staff Wellbeing Yammer Channel
* Robertson-Cooper Emotional Resilience Tool
* Wellbeing and Self-Help reading resources

Clubs and Societies

* Kent Sport
* Park Run
* Campus walks
* Oasis Garden
* Staff Mindfulness Mediation Group; one Thursday morning a month
* Crochet Group
* Gulbenkian
* Staff Discount at the Marlowe Theatre

### 3.0 EDI Data Requests

Presentation by Tanesha Allen, EDI Data Specialist

EDI Data is an important feature of EDI work. Required as part of our Public Sector Equality Duty, required for Charter Mark work and also for understanding our communities. Framed by legalities, especially around GDPR and how Universities can use and share sensitive data around protected characteristics. For more information about this please contact Laura Pullin, Data Protection Officer.

When numbers are small (under 5 or under 8) the University has a legal duty to supress those numbers to ensure confidentiality and protect against any data breaches.

Any data requests should be sent to Tanesha and Richard, with ideally a 2 month turnaround time.

Noted you can access intersectional data but oftentimes the results will be less than 5 or less than 8.

Aiming to have EDI data information available on a website that is currently being developed (EDI Hub). There is Advance HE Guidance on how to work with and use small data. Key principles are set by [HESA](https://livekentac-my.sharepoint.com/%3Ab%3A/g/personal/ta575_kent_ac_uk/EYoA5QwOlMlGqWUDpKiHRRUBuKRixmpirtguoDS6VNlgBg?e=4v4E0r) and include rounding to the nearest 5 or substituting with qualitative data from surveys and focus groups etc.

The Student Success Project had a Qlikview dashboard (currently offline) that did / will provide intersectional data when it is back online. This automatically supresses low numbers.

### 5.0 Equality Impact Assessments

Janice Markey provided an introduction to EIA’s, including what EIA’s are aiming to achieve, the review process and how to engage relevant critical friends in the process including the Staff Diversity Networks and Kent Union for anything student facing. Stressed that EIA’s should not be completed alone but in consultation with key individuals or groups across the University. Noted that EIA’s at Kent are currently not as embedded as they need to be; guidance on how to use EIA’s is being developed including a repository of good practice included on the new EDI Hub webpages.

This will include an editable [EIA Toolkit](https://www.kent.ac.uk/equality-diversity-inclusivity/edi-reports/equality-analysis) (including access to the online training that is currently available; due to be reviewed).

The Staff Disability Network can advise or review EIA’s from a disability point of view – contact dsnchair@kent.ac.uk.

### 6.0 Division / Department / Network / Kent Union updates

None raised

### 7.0 Dates for the Diary

* Disability History Month: November 16 – December 16 2022
* Medway Menopause Café: 23 November 2022 (Oasis Lounge, Rochester Building)
* World Aids Day: 1 December 2022
* Holocaust Memorial Day: 27 January 2023
* LGBT History Month: February 2023. Planning is underway and includes planning for the Researching the Rainbow Conference (call for papers in February, conference to take place in Pride month (June).
* EDI Forum: 22 February 2023

### 6.0 Any Other Business

* Volunteer Chair for the next meeting
* Discussion topics for the next meeting

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