**NOTES OF THE EQUALITY & DIVERSITY OPERATIONAL GROUP MEETING**

**Tuesday 2nd May 2017, 2.30pm – 4.30pm, Room MA 224, City Campus**

 **Attendance**

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| **In Attendance** | Dr Emma Wedge (Chair) |
| Dr Sammy Li |
| Jon Elsmore  |
| Chijioke Obasi |
| Suneeta Patel |
| Shazab Islam |
| Kunal Swani |
| Penny Welch |
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| Nicky Westwood |
| Andrew Penco |
| Clair Jenkins  |
| Jay Marhall |
| Andrew Philip M Aston |
| Issic Romel |
| Katherine Clough |
| William Cooling (Secretary) |
| **Present** | Harjinder Johal (notetaker) |
| Jo Oxholm |
| **Apologies Received** | Ashley Lovell |
| Niamh Kelly |
|  | Dr Andrew J. Cooper  |
|  | Amanda Shipley |
|  | Dr Ruth Fairclough |

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| **1. Welcome and Introductions**  |
| EW welcomed everyone to the meeting and members introduced themselves. |
| **2. Notes of last meeting held on 31st January 2017**  |
| The minutes of the previous meeting were approved as an accurate record after a typographical error was corrected on Page 5.  |
| **3. Chairs Items** |
| EW noted the University of Wolverhampton having recently won a Guardian Higher Education Award for the BME Steps to Leadership award, and that at the Stonewall Midlands Awards, the LGBT Staff Network won “Best West Midlands Public Sector Staff Network”. She congratulated all the staff members involved.  |
| **4. Race Equality Charter** |
| WC introduced a paper on the Race Equality Charter. He explained that the paper will be going to CMT, explaining the benefits of applying to the Race Equality Charter and outlining the approach to successfully secure a Bronze Award. The Equality and Diversity Operational Group supported the proposal that the University apply for the Race Equality Charter.  |
| **5. Stonewall Workplace Equality index** |
| SL introduce a paper that outlined a series of measures the University will undertake to conform to best practice as defined by the Stonewall Workplace Equality Index. There was a discussion about whether Accessible Toilets should be changed to Accessible and All Gender Toilets to provide an alternative to those staff members who do not wish to use gendered facilities. PW and CO raised concerned that this would disadvantaged disabled staff members. WC explained that the Disabled Staff Network had been consulted about the changes, and had approved them. It was agreed that WC would try to arrange another meeting to discuss this further. **ACTION:** WC to arrange for further consultation on the proposal to change all Accessible Toilets into Accessible and All Genders Toilets. This shall ideally involve arranging an extraordinary meeting of the Equality and Diversity Operational Group |
| **6. Equality & Diversity Training** |
| JO spoke to a paper about Equality and Diversity Training that was based on HR’s consultation with members of the Staff Networks. There was a wide-ranging discussion about the current situation concerning Equality and Diversity Training at the University of Wolverhampton. Points raised include:* The need for greater Disability Awareness Training to ensure that staff can best support disabled students and colleagues
* The future of BME Steps to Leadership after the current cohort. JO said that this would depend on whether there was demand. WC noted that there are plans to introduce other coaching and mentoring, including a LGBT Steps to Leadership, and so BME Steps to Leadership may morph into a broader programme
* Several members stressed the need for more face-to-face training that allows staff members to discuss issues in greater detailed than possible with online training. This was cited in particular with relation to Unconscious Bias Training.
* Several members stressed the need for greater work to ensure that all staff members completed the mandatory training. EW assured the Operational Group that HR is working to improve the monitoring of staff completion rates.

**ACTON:** WC and JO to feedback issues discussed to the Acting Director of HR, and explore ways to improve the Equality and Diversity Training provided.  |
| **7. Black History Month** |
| WC said that he and CO have been working closely with the local community to improve the Launch Event of Wolverhampton Black History Month, and he is working with colleagues to deliver a larger programme of events than has been the case in the past. He asked Operational Group members to consider how they could get involved. PW asked him to send an email to all staff encouraging them to get involved. **Acton:** WC to arrange for an email to be sent to staff members to encourage them to get involved in Black History Month. |
| **Date of next meeting**  |
| 2pm on Thursday 23rd November 2017 at 2pm in MA224 |