

**GOLDSMITHS
University of London**

COUNCIL & ACADEMIC BOARD

EQUALITY & DIVERSITY COMMITTEE

Minutes of the meeting held on 12 May 2010

Present: Dr Philip Broadhead (in the Chair), Ms Alison Ahern, Ms Sharon Alleyne, Ms Jennifer Bain, Mr Barry Hayward, Mrs Alyson McGarrigle, Mr Chris Pearson, Ms Eleanor Saunders.

Apologies for absence: Professor Lisa Adkins.

In attendance: Ms Patsy Carter, Mr Matthew Grew (Secretary), Ms Marcia Williams.

OPEN BUSINESS

15 MINUTES

Resolved:

to approve the Minutes of the meeting held on 10 February 2010.

16 MATTERS ARISING FROM THE MINUTES

Noted:

- (i) that the Committee expressed concern that a permanent Chair had yet to be appointed, one year after the departure of the previous Chair;
- (ii) that the annual report on gender, race & disability, due to have been received by the Committee, had not yet been prepared due to staffing difficulties in the HR department (Minute 7 10 February 2010 refers);
- (iii) that the annual report on appeals & complaints, due to have been received by the Committee, had not yet been prepared by the Quality, Planning & Academic Governance department;
- (iv) that the Committee expressed concern that without the production of scheduled monitoring reports, it was unable to fulfil its terms of reference.

17 REPORT ON ACTION TAKEN BY THE ACTING CHAIR

Received:

a report on action taken by the acting Chair since the last meeting of the Committee (10-193).

18 REPORT OF THE INTERIM EQUALITY & DIVERSITY ADVISOR

Received:

an oral report from the interim Advisor on current & forthcoming projects, including the revision of the Gender Equality Scheme.

It was announced that Ellen Tsang would take up the post of permanent part-time Equalities Advisor on her return from maternity leave in late 2010.

It was noted that the core information contained in the existing Gender Scheme formed a solid base which was still fit for purpose, but that the revised version marked a shift from procedure to an underlying ethos of equality. A new section was intended to demonstrate how individual policies joined together, and it was hoped that the revised Scheme would enable transition from a culture of compliance to a culture of engagement across the College.

The Committee expressed its thanks to Marcia Williams for the energy and enthusiasm which she had brought to her role as interim Equality & Diversity Advisor.

Resolved:

to consider the proposed revised Scheme (10-194) by email, and that following any amendments, the Scheme would be recommended to Council for approval at its meeting in June.

[Secretary's note: following the incorporation of amendments by members of the Committee and other members of the College, the revised Scheme was approved by Council on 29 June 2010 (10-194R)]

19 REPORT OF THE DISABILITY COORDINATOR

Received:

a report from the Disability Coordinator (10-195).

20 OUTCOMES OF HEFCE REVIEW OF ITS POLICY AS IT RELATES TO DISABLED STUDENTS

Received:

HEFCE policy development report 2009/49 (10-196).

In discussion of the Review, the Committee observed that although it marked no major changes in policy, it assumed a cultural change and the mainstreaming of disabled students. It was felt that the Students' Union could play an important role in this process,

and the Disability Coordinator proposed to meet with the President of GSU to discuss these issues. It was also suggested that a forum might be established to engage students, outside the formal committee system.

21 REPORT OF THE ESTATES & FACILITIES DEPARTMENT

Received:

a report on access improvements to the College from the Head of Administration, Estates & Facilities (10-197).

22 MEETINGS 2010-11

Noted:

that meetings of the Committee would be held on the following dates in 2010-11:

Tuesday 26 October 2.30pm

Tuesday 8 February 2.30pm

Tuesday 24 May 2.30pm

Matthew Grew
June 2010