

Summary Notes of the 23rd of January 2025 meeting Held in the CSS Boardroom, Headingley Campus and via MS Teams

- The committee acknowledged recent global events including the re-election of President Trump and the shift in attitude against equality, diversity and inclusion work in the USA, which we expect could impact the UK. The committee reaffirmed the legal and moral duty of the university to protect our students and colleagues from discrimination and to advance the adoption of inclusive practices that enabled all colleagues and students to give their best. The committee heard that student communities are particularly interested in building connections in the wider Leeds community during this polarising time.
- Colleagues presented the key findings from last year's Research Culture survey which received 371 responses from academic colleagues. Most respondents were academics on permanent contracts, in the early or middle stages of their career. This was the first time that the survey has been conducted and is part of our commitment to the HR Excellence in Research Award. The research findings will form a new action plan which align with existing institutional commitments (REC, Athena Swan, HR Excellence in Research). The findings are also presented on a bespoke Tableau dashboard, which can be filtered.
- The committee heard from colleagues working on preparations for the Office for Students new condition of registration regarding the prevention of bullying, harassment and sexual misconduct. The committee reiterated its support for the aim of the condition and the importance of creating a safe and supportive environment where bullying, harassment and sexual misconduct are prevented and addressed appropriately when they do arise.
- The committee discussed the Quality Assurance Agency for Higher Education's Quality Code and their EDI Implications.
- The committee were presented with the quarterly data from the Support Report Respect reporting platform which included anonymised data relating to colleagues, students and third parties. The committee acknowledged and welcomed the increase in reports and disclosures that had come through the Support Report Respect platform, which reflects a growing confidence in the initiative.
- Representatives from Leeds Beckett Students Union presented an update on their organisational change process to enhance student engagement and community organising.

Date of next meeting: The next meeting of the Equality, Diversity and Inclusion Committee would be held on Wednesday 9th April 2025