

Summary Notes of the Wednesday the 9th of April 2025 meeting Held in the CSS Boardroom, Headingley Campus and via Teams

- The committee acknowledged recent global events including the shift in attitude against equality, diversity and inclusion work in the USA, which we expect could continue to have varying degrees of impact in the UK, and for higher education institutions. The committee had a broader conversation about our commitment to EDI and the need for ongoing support to our global communities impacted by sociopolitical events, including the ongoing conflict in the Middle East.
- The committee acknowledged the recent OfS ruling against the University of Sussex, which found the University's governance to be inadequate in upholding freedom of speech (condition E1) and effective management of governance arrangements (E2).
- Colleagues presented on the University's statutory gender pay gap reporting, as well as the ethnicity and disability pay gap data sets (2023-2024). Further reports will be made available on our public webpages to incorporate our responsibilities under the Public Sector Equality Duty.
- Colleagues presented key findings from the University's Colleague Survey (2024) and EDI-related insights that were observed in the survey's findings.
- The committee heard that preparations are being made for the university's institutional Athena Swan (Bronze Award) Mid-Term Review with Advance HE which will be taking place in April.
- Leeds Beckett Students Union (LBSU) is supporting student representatives to continue to deliver several campaigns, including advocating for better housing in Leeds and support for students impacted by the cost-of-living crisis.

Date of next meeting: The next meeting of the Equality, Diversity and Inclusion Committee will be held on Thursday 5th June 2025.