



## **EDI Reps Forum**

**23<sup>rd</sup> November 2022, 6.30pm**

### **Microsoft Teams**

*Attendance:* Jasmin, Elicia, Nico, Taasia, Anya, Milo

*Chair:* Jasmin and Elicia

*Minutes:* Toni

#### 1. Introduction

- Jasmin (BAME Officer), Elicia (BAME Education Officer) introduce themselves.
- The EDI Reps introduce themselves.

#### 2. Role of the EDI Rep

- Jasmin points out that the role of the EDI Rep has been newly established this academic year.
- Jasmin invites everyone to share their experiences so far
  - o Milo (Rep for Art History): Aims to combat the stereotype of the discipline being elitist and exclusive and hopes to organise talks by queer artists and artists of colour open to attend for all students
  - o Nico (Rep for Chemistry): hopes to run a survey for all Chemistry students to get some feedback on EDI issues in the School. Nico hopes to coordinate with ChemSoc on careers for BAME, LGBTQ and Women in Chemistry
  - o Anya (Rep for Geography and Sustainable Development): points out that Eurocentrism prevails in the discipline of Sustainable Development. Anya aims to put out a survey to receive student feedback on main areas of EDI issues. Anya has reached out to the School to enquire whether these surveys have been conducted in the past.

- Taasia: (Rep for History and IR) hopes to ensure that reading lists, particularly for sub-Honours modules, value and reflect diversity. Taasia is coordinating with the Sustainability Rep for History on revising reading lists over the next few weeks to get an idea of the demographics of authors. Taasia hopes to run a similar project for the School of IR.
- Jasmin emphasises the importance of running an EDI survey in each School. Jasmin suggests discussing survey questions in the EDI Forum: both general and then school-specific questions.
- Elicia: responds to Anya on what past issues in EDI have come up. Elicia emphasises that this is exactly what the EDI rep role is about – to get a sense of what has been conducted, identify areas.
- Jasmin adds that this forum is to create a sense of community among EDI Reps. Jasmin recommends asking School Presidents or members of staff for issues that have come up in the past (prior to the role being implemented). Jasmin emphasises the importance of creating visibility and raising awareness since the role is new. Jasmin suggests to organise a discussion panel for students in the next EDI Forum.

### 3. How BAME student network can support Reps

- Jasmin explains that the BAME student network is a subcommittee of the Students' Union with roughly 27 members
- Each school has one Rep but usually it's difficult for individual Reps to organise an entire event. BAME network offers organisational support through collaborations. Jasmin invites all Reps to reach out to them ([bamenetwork@st-andrews.ac.uk](mailto:bamenetwork@st-andrews.ac.uk)).
- Jasmin reports on the Race Equality Charter:
  - The Race Equality Charter is an award that the University is currently applying for. There are working groups on various topics (80 percent staff, 20 percent students).
  - a survey was just released last week which analyses the current state of EDI issues within the University
- Jasmin promises to bring up surveys (that would be conducted through the EDI Reps) in the meeting group and emphasises transparency in the steps taken.
- Elicia emphasises the importance of providing a general structure for decolonising curricula. The BAME student network launched a university-wide feedback form (Curriculum Feedback Form for Inclusive and Anticolonial Practice) which is different from the Report and

Support Tool. This form looks specifically at EDI issues in the curriculum. Feedback about this is given anonymously by students

- Link to the form: <https://inclusive-and-anti-colonial-practice.wp.st-andrews.ac.uk/>
- Progress chart and feedback loop is explained here: <https://www.st-andrews.ac.uk/hr/edi/thecurriculumfeedbackformforinclusiveand-anti-colonialpractice/>
- Jasmin asks if EDI Reps would like anyone to be invited for the next EDI Forum i.e. Jasmin Hinds (Center of Research EDI), School Presidents, members of staff etc.

#### 4. EDI Forum in the future

- frequency
  - Jasmin asks for input on how Reps would like to go about running the EDI Forum
  - Jasmin and Elicia suggest 1x per month for brainstorm and feedback
  - Jasmin also emphasises that the Teams channel is always open for feedback and questions
  - Elicia suggests implementing a brain-storming phase at the beginning of each EDI Forum
- Participants
  - Nico suggests that participants could be invited to every other meeting
  - Jasmin emphasises that depending on content that is being discussed, a relevant member of staff could be invited to the second half of the meeting
  - Jasmin and Elicia agree running each meeting 60-90 minutes
  - In respective previous meeting it will be decided on who will be invited
- Action points
  - Survey in each school
    - Rough, general structure for a template that EDI Reps can adjust individually to their respective Schools. Elicia emphasises the importance of integrating a question related to the term EDI in order to raise awareness for it.
    - Jasmin suggests implementing focus groups with Reps from each module/year. Nico relates that Nico never been invited to the EDI Forum in the School of Chemistry

despite repeated emailing. *Action Point* for Toni: feed this back to EduExec.

- Next step will be a school-specific discussions of EDI issues. This discussion will be held at the next EDI Forum.
- Next EDI Forum
  - Invite Jasmin Hinds and Chase to tie them into discussions and for further support.
  - Members from central EDI Committee

## 5. Open floor

- Jasmin expresses that the BAME student network works with the Wardlaw museum and hopes to launch another art exhibition next semester. Jasmin promises to reach out to Milo for potential collaboration on this.
- On Nico's project plan: Jasmin and Elicia will invite someone from the Careers Centre and CEED for the next EDI Forum who could help organise careers-related event in the School of Chemistry. Nico will brainstorm some more invitees (i.e. alumni, groups)
  - Elicia mentions CISCO (interdisciplinary STEM conference) next semester. ChemSoc are part of this.
- Jasmin recommends reaching out to the Art History Society to Milo. Milo expresses that they are not running this semester
- Jasmin and Elicia thank everyone for attending.