

EDI Committee Meeting

On Tuesday, 15th March, 2- 4 pm

Present: Francesco Caselli (FC, Chair), Nava Ashraf (NA), Maitreesh Ghatak (MG), Dimitra Petropoulou (DP), Gilat Levy (GL), Lorna Severn (LS), Rachael Meager (RM),

In Attendance: Andy Wilson (AW)

Secretary: Irina Zaraisky

The Chair thanked members for agreeing to join the Committee.

The committee discussed its potential remit and areas of engagement by referring to the previously circulated table *EDI Committee: possible themes and workstream* (attached at the end of these minutes). The table attempts to organize how the themes of Equity, Diversity and Inclusion may apply to and across Students, Faculty, and PS staff. Some of the themes that were discussed included:

- **Outreach (UG & PG)** – how to attract undergraduate and postgraduate students with protected characteristics through activities such as school visits, video promotion, career advice services and other targeted outreach activities.
- **Admissions** – considering contextual admissions for students with protected characteristics.
- **Attainment** – undertaking comparative analysis of the whole student cohort and how to support them
- **Inclusion** – the creation of welcoming and respectful environment and an improved **Departmental culture**.
- **Recruitment, retention, promotion, and career progression** -- It was noted that one of the remits for the committee was to inform the academic recruitment process.

Members of the committee also expressed an aspiration for the committee to have two functions: one as ‘watch dog’, whose actions are reactive; and another more pro-active, to foster and implement changes. It was also mooted that the Committee should develop a strategic plan and evaluate its actions in two years.

The Chair informed the committee about DICE (Diversity and Inclusion in Economics) which was established by PhD students and staff within the Department. At present DICE was working with willing faculty to make course curricula more inclusive, for example by featuring more diversity and cultural sensitivity in the examples. The committee decided to invite DICE to the next EDI meeting to give a presentation of its work.

The discussion then moved on questions of departmental culture. Committee members recalled that in the past it was known that PSS colleagues felt disconnected from the faculty. It was agreed that this should be an action area for the EDI committee.

There was a further discussion on the extent to which recruitment packages were a hindrance in recruiting candidates with protected characteristics. It was decided that the issue would be further explored, with a possible view of informing future discussions on the matter with SMC.

The Chair asked each member of the Committee to express preferences as to which initial projects, topics and ideas they wanted to work on. As a result, the following was agreed upon:

- The Chair to liaise with DICE, invite them to the next meeting, and work with them towards a proposed set of guidelines to review course content to make it more inclusive, which the committee could endorse.
- GL, MG, RM – to come up with initial ideas for a “clarifying framework” to allow Department to make more structured decisions about recruitment targets for under-represented groups.
- NA – to come up with initial ideas for a document for the School, on the possible benefits of tailored

recruitment packages for members of under-represented groups.

- LS, DP, NA – to come up with initial ideas for initiatives to make the Department’s atmosphere more inclusive, particularly in terms of PSS-academic relations.
- AW/IZ - when appropriate, advertise explicitly that invitations to social or cultural events are open to all members of staff.

The next meeting of the EDI Committee was scheduled for 26th May, 10 am. (TBC); Room TBC

Table: EDI Committee: possible themes and workstream

	Diversity	Equity	Inclusion	
Students	Outreach (UG and PG)	Attainment	Curriculum	
	Admissions (UG and PG)	Access/attendance/resources Complaints/Whistleblowing	Departmental culture and atmosphere	Monitoring of Well Being
Faculty	Recruitment (Jr and Sr)	Promotion		
	Retention	Workload Pay, leave, research funds, ..		
Professional Staff	Recruitment	Career Progression		
	Retention	Workload Pay, leave, research funds, ..		
Central services staff				