

Grantham Institute EDI Committee
Minutes from meeting held on 25th May 2022 at 14:00 – 15:00

Present	Emma Bowman	EB	Director of Operations, Chair
	Laila Read	LR	Project Manager
	Rosa Salazar Benazar	RSB	Communications Coordinator
	Maddy Morris	MM	Research Associate (EnergyREV)
	Simon Levey	SL	Communications Manager
	Bonnie Waring	BW	Senior Lecturer
	Sanjeevani Panditharatne	SP	Research Postgraduate
	Martin Siegert	MS	Co-Director, Grantham Institute
	Rhea Samra	RS	PA and Administrative Assistant
Apologies	Joeri Rogelj	RJ	Lecturer in Climate Change and the Environment
	Shawn Lee	SL	Research Postgraduate
	Georgina Charnley	GC	Research Postgraduate
	Rebecca Murray-Watson	RM W	Research Postgraduate
	Paloma Ortega-Arriaga	POA	Research Postgraduate
	Naveed Chaudhry	NC	Greenhouse Lead
	Danielle Smith	DS	Finance Administrator
	Kat Petersen	KP	Campaign Manager - Climate Change Narratives
	Hana Amer	HA	Media and Events Officer
	Gosia Gayer	GG	Institute Administrator
	Sarah Achaichia	SA	Project Officer
	Anne Houston	AH	Education Programmes Manager

Agenda

1. Sanjeevani Panditharatne from Student EDI Committee to give an update on the revamp of the Grantham Student EDI webpages
2. Prof Martin Siegert to report on EDI activity in Polar Science initiative and British Antarctic Survey
3. Review minutes and actions from last meeting
4. Updates

Sanjeevani Panditharatne from the Student EDI Committee gave an update on the revamp of the Grantham Student EDI webpages. Content has been re-written and is available for review in the Teams page, saved under 're-write'. The pages will be launched in time for the new students in August. Sanjeevani will report back to the committee in the July EDI meeting with the final version of the pages before they are launched.

ACTION 1: Committee members to provide feedback on revamped student webpage content.

Prof Martin Siegert is Chair of UK Arctic and Antarctic Partnerships Committee, and co-Chair of the UK Diversity in Polar Science initiative (DiPSI). The committee are especially considering social economic inclusion, which has not been getting the attention it needs and is not being solved. They wanted to explore the socio-economic situation in Polar Science, and wider. Currently students are preferentially selected from a very small cohort and consequently socio-economic exclusion is reinforced. As it can be intrusive to question people about their socio-economic background the

committee designed a questionnaire, which they asked participants to complete during an annual symposium. They found that it was difficult to get people to commit to responding.

Prof Martin Siegert also gave a presentation to the Committee about the exclusion of socio-economic disadvantage across the board. The consideration of socio-economic disadvantage is notably absent (out of scope) in reviews of EDI from NERC. BEIS do not mention the topic, and it is not mentioned in the UKRI EDI consultancy draft. Martin commented that in order to have an inclusive strategy; you cannot exclude socio-economic disadvantage. White working-class boys are the most under-represented group.

ACTION 2: Martin to share the Arctic socio-economic questionnaire with the Committee.

ACTION 3: Committee to consider if we would find the survey useful in supporting our EDI goals, how we might use it. and what we want to do in the area of socio-economic inclusion going forward.

Martin shared the 93% club: [Welcome to The 93% Club | Serious about social mobility. \(93percent.club\)](#) and suggested that the Grantham EDI Committee might want to connect with them.

Martin participates in the 'Speakers for Schools' initiative: [Home | Speakers for Schools.](#)

Rosa mentioned that the GLA focus on low income as a criterion for diversity in their school's programme. Rosa suggested that we might want to work with the GLA to get insight into their framework.

Review of actions from previous meeting

ACTION 4: Emma to organise a welcome back to the office coffee morning.

ACTION 5: Maddy to have a look for EDI games.

ACTION 6: Emma to provide feedback from Crystal Vincent on Grantham's EDI strategy and action plan.

Updates

Emma has joined the FoNS EDI Committee and will feedback. They have drafted an EDI statement. Emma and Gosia met with the HR Recruitment team who commented that Grantham Institute are far ahead of other Institutes and Departments in our EDI considerations in recruitment. They provided some excellent feedback and ideas, which Emma will share with the committee.

ACTION 7: Emma to share recruitment hub feedback to the committee.

Anne provided the following education updates:

- Reminder that 4th Women in STEM seminar is this Friday: [Women in STEM Seminar: From forests to oceans: ecosystem responses to environmental change.](#)
- REPs closed this week (undergraduate placements focusing on either skills gaps or widening participation). I'll provide an update on interest increase, etc., for the next meeting.
- There was the [Imperial Festival of Learning and Teaching](#) last week, focusing on Identity and Belonging in Higher Education: Navigating Culture, Challenge and Change. A key part being engaging students with all decisions, and ways to ensure more students feel included. The programme can be seen on the link, but obviously a lot of EDI focus.

This is Maddy's last meeting, she was thanked for her contributions to the Grantham EDI Committee.

Grantham researchers have agreed to attend the monthly Grantham EDI Committee meeting on a rotation.

Simon has now shared the survey on public engagement and participation. Kat and Simon will evaluate responses from the survey before the next meeting.

ACTION 8: Everyone - remind their teams and colleagues to complete the Comms EDI survey.

ACTION 9: Laila put a link to the Comms EDI survey on the teams channel for affiliates.

ACTION 10: Emma ask other Grantham staff to come and talk to the Committee about EDI initiatives that they are involved in.

List of actions

1. Committee members to provide feedback on revamped student webpage content.
2. Martin to share the Arctic socio-economic questionnaire with the Committee.
3. Committee to consider if we would find the survey useful in supporting our EDI goals, how we might use it. and what we want to do in the area of socio-economic inclusion going forward.
4. Emma to organise a welcome back to the office coffee morning.
5. Maddy to have a look for EDI games.
6. Emma to provide feedback from Crystal Vincent on Grantham's EDI strategy and action plan.
7. Emma to share recruitment hub feedback to the committee.
8. Kat to draft some terms of reference so that committee members have an idea of what they can expect to contribute.
9. Emma to connect with the College EDIC team to seek advice on how to engage Institute staff with the Grantham EDI Strategy.
10. Everyone - remind their teams and colleagues to complete the Comms EDI survey.
11. Laila put a link to the Comms EDI survey on the Teams channel for affiliates.
12. Emma ask other Grantham staff to come and talk to the Committee about EDI initiatives that they are involved in.

Date of next meeting

22nd June 2022.