

Grantham Institute EDI Committee
Minutes from meeting held on 28th September 2022 at 14:00 – 15:00

Present	Emma Bowman	EB	Director of Operations, Chair
	Laila Read	LR	Project Manager
	Bonnie Waring	BW	Senior Lecturer
	Simon Levey	SL	Communications Manager
	Anne Houston	AH	Education Programmes Manager
	Kat Petersen	KP	Campaign Manager - Climate Change Narratives
	Gosia Gayer	GG	Institute Administrator
	Hana Amer	HA	Media and Events Officer
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
	Rhea Samra	RS	PA and Administrative Assistant
	Sarah Achaichia	SA	Project Officer
	Sanjeevani Panditharatne	SP	Research Postgraduate

Agenda

1. Review ToR
2. Institute EDI priorities
3. EDI website upgrade/ review

The ToR were agreed by the committee.

Membership was discussed, it was decided that there should be a minimum of 1 representative from each area of the Institute: Operations, Research, Communications, Innovation, Training.

A discussion took place surrounding the dwindling EDI committee attendance and limited resources. It was suggested by SL that the Committee be divided into two groups, a more active task force and an Advisory Board. The committee discussed this idea but decided that this model was too complicated, given the current lack of engagement.

ACTION: EB to contact inactive members asking them what their barriers are to attending the meeting and asking them if they still want to be involved in Institute EDI.

It was noted that it is difficult to measure our tangible impact in areas such as recruitment because we are such a small institute, and that instead we should focus on smaller, more measurable projects. A suggestion of such a project was that a study could be undertaken to review the research citations in a specific research area, to see if they are self-citing from a specific geographical area, to discover if there are voices from certain regions that are not being included in Institute research.

A discussion took place surrounding media engagement. LSE was identified as an institute who actively engage with speakers with a different viewpoint.

KP and SL provided feedback on their survey which aimed to understand the barriers to engagement. SL reported that the survey did not capture any useful feedback from the respondents.

The committee asked if there is Institute budget for an EDI expert to offer the EDI committee advice on how to engage the Institute. This was also raised in the feedback from Institute members when the strategy was launched at the staff meeting.

ACTION: EB to speak to Institute Co Directors about a budget for an EDI specialist

The website has been updated and is now live. Some of the content is out of date. EB suggested that a quarterly blog is published, showcasing the Institute's EDI activities. Examples can include an interview with the Policy & Comms summer intern.

ACTION: EB to update website content and remove inactive members.

It was decided that at this point in time the strategy should not be published on the website, however it was suggested that we could copy some of the content, perhaps some of the overarching objectives.

AH asked for suggestions for speakers for the Student Public seminar.

ACTION: All committee members to suggest speakers to AH for the Student Public seminar.

List of actions

ACTION: EB to speak to Institute Co Directors about a budget for an EDI specialist.

ACTION: EB to update website content and remove inactive members.

ACTION: All committee members to suggest speakers to AH for the Student Public seminar.

Date of next meeting

26 October 2022.