



Equality & Diversity Committee

Meeting minutes

Wednesday the 10th of January, 5pm

Chair: Taylor Wong

Staff: Silja Slepnjov

Present: Keith Burns SSU VPS, Sarah Farukoye (Titi) NUS Scot BAME Officer, Rosie Murray LGBT+ President, Leo Siebert NUS Scot LGBT+ Officer, Asad-Ali Sanwar SUMSA Rep, Enas and Emily FemSoc Reps

Item 1 – Sara Carter LT Building Presentation

Brand new teaching and learning space

All the student facing services in the same building – including USSA

Consulting on stage 3 – what the interior looks like, feel of the building, 3 user groups – USSA, teaching, SEES

Start of construction 2018 May

Planning permission not confirmed in writing, verbal confirmation

Hoardings will surround the building in a month's time

Construction completion in summer 2019 (architecture) April 2020 (Colville) – Handover to University date

Students engaged in various consultation processes

5 principles, including UG, PGT, PGR, International Student recruitment, enhances student learning and wellbeing

Tour around the best learning and teaching building around the UK and the world, based on the best

Strathclyde should offer the best student experience in terms of facilities, and increase retention (master's students).

Building a sense of belonging and community

Sustainability

Run through of floor plans

Health/medical centre in the Level 4 area

SSU staff can share space with University staff in L5

Study carrels

Debates chamber – L3 west area lecture theatre but more of an open space that students can use it (employer visits, international exchange information sessions) – Democracy corner, space to hold debates in – convenient for informal usage. Large screen. Cosy space that could be used professionally but also socially.



Item 2 - Floor opened to comments and feedback

Emily: How will two floors in that bit be able to accommodate everyone in this building currently?

SC: I don't know. You will have 8 floors fewer but a lot of space is not used effectively in the current building. It's about how the space is being used and the efficiency of the space. Building will be a lot more sustainable. This hugely costly to maintain. There is an issue there, should also think about building capacity – 5000 students and staff at any one time. That requires more creative thinking about how the space is used and shared. Bookable rooms and across the buildings, in reality two bookable buildings. Catering – talking about joint ventures with USSA to cater across the both buildings. Would like to see a discussion. Talking to Manish and Calvin about. Smaller but different.

Titi: Liberation groups have a dedicated room in USSA. Had a diversity room, dedicated safe space. Will similar provision be available in new TL building?

SC: Whatever USSA want to do with USSA space is up to USSA. Across the major building, we are planning quiet rooms and safe spaces. We are aware that many students require a quiet room that is safe. We are planning reflection rooms within the building. We are building that into the teaching and learning area.

Leo: I appreciate you coming here. With the nature of this kind of committee, what I would like to see is, with the Disabled Students were consulted, I would hope that that could be repeated in smaller groups, a lot of interesting views there that should be considered.

SC: I would be delighted to do that and would invite as many students as possible to come see me. All student email focus group invitation has been sent out. Specific focus groups for particular groups will be sent out. Apologises for unfortunate meeting, and that wasn't there.

Leo: those students should be listened to again

ACTION: Leo to send details to SC

Leo: Sent through Disabilities Service.

SC: Send out an email

ACTION: Silja to find list of students from Disabilities service to pass on to Sara

Keith: Representing MSA, think that MSA needs something in writing. All hearing so far is just talk and mixed messages. Good to get something in writing with regards to MSA staying in LT (timeframe and process of student consultation) when it is time for the MSA to move out

SC: Veena is the person to negotiate with about this. We are of the view that we have no intention of moving the MSA any time in the future. I think we have to leave it open to negotiation a little bit. Right now we don't plan to move MSA in the TLB, we don't have room for special groups in the building with permanent space. If they want to move in the future and they see how it works, that could be a discussion

Keith: The uncertainty has had an impact on the running of the MSA.

SC: We will ask Veena for letter of comfort?



Titi: Dedicated groups currently have a space, not having the promise that there will be a similar space offering is very insecure. Even if this one is small and isn't accessible, it is there and that is crucial.

SC: If you wanted a Diversity room within the USSA space that is up to USSA.

Keith: The current diversity room is within the MSA.

Leo: clarification between the two.

SC: If you want a letter giving you certainty about the continued usage of that space I am sure Veena would be delighted.

Keith: It's also making sure that when we do move, we have the space that matches the expansion and serves the appropriate function, especially when talking about futureproofing. You're seeing the no of MSA users growing through year and year. It is also about making sure exactly what is happening and that there is a process for consultation, and relevant notice for moving.

SC: I don't think that's a problem. I will take this forward with Veena, we are happy to provide that.

ACTION: Sara Carter to ask Veena O'Halloran to provide letter of comfort to MSA

Asad: SUMSA has been getting the same mixed messages from the University. Talks of not moving start of the year and messages of moving now. Every couple of months, the argument changes. If the Union moves, SUMSA only property on this side of campus, Muslims moving all the way across just to pray.

SC: Veena is writing a paper and strategy on religion based facilities and provisions

Asad: University Principal's promise on guaranteeing new space and meetings and consultations.

SC: Don't believe Veena would have excluded SUMSA

Asad: heard from Manish that they have been discussing it an University

SC: We are proud of our students associations, SUMSA and MSA. They provide important services to the student community at Strathclyde. Unimaginable for these not to have spaces. No plan whatsoever for SUMSA or MSA to go into the TLB. Review of faith based provisions does not jeopardise space but is about integration and a holistic approach.

Taylor: Focus group with MSA and SUMSA has been suggested

SC: Happy to do that but as two separate ones. ACTION

Asad: Don't mind whether together or separate

SC: What has come out of tonight is specific consultation groups with specific groups of students. Consultation will keep going once the building is opened. Even with a fabulous building, whether it works or not is the operations. We'll be setting up an operations group, which has to include students. We all want to make sure that they can book rooms, and make sure they can get the rooms they want to book. Bar – do you take beer into the main building? There's going to have to be thoughts about all this on how the building operates and everyone is comfortable – students key.

Rosie: Toilets? How many and what kind?



SC: Numbers are discussed, quite a lot of interest on GNTs. Within USSA the toilet provision is not determined by us but the licensing authority.

Depending on the size of event space, there needs to be a certain number of male and female authority. Determined by licensing regulations.

Rosie: Discrepancy in numbers?

SC: Hoping to have more than one GNT, no certain idea.

Rosie: when will we know?

SC: 2019. More determined by space rather than lack of desire. Because they are in closed rooms rather than stalls. Probably 2019 or later this year.

Leo: They're individual stalls here, not separate toilets.

SC: you can do what you like with the toilets. It's a signage issue.

Outwith USSA there will be gender neutral toilets.

Important dimension because some GNTs are enclosed and idea is complete privacy. We want toilets like that as well.

Rosie: Also really good for access. But people do value these non-enclosed toilets as well because it normalises marginalised people as well.

SC: I would view this as a signage issue.

ACTION for Taylor: Issue for the operations group, GNT signage.

Taylor: Update about the actions at some point?

SC: there will be representation, when?

Keith: Debates. The main issue comes into timetabling. End of the day, we only have 1 meeting room, the rest shared with the University. My concern is regarding booking rooms in the same system, what does that mean for clubs and societies. Academics priority access?

SC: Not necessarily. That is an assumption. The building is going to be as near as we can make it to 24/7.

Keith: majority of rooms booked during class time. Union events accessibility relies on daytime events, competing with uni while vast majority of student on campus

SC: Depends on operations. How Room b system operates depends on us, increasingly sharing space and co-ownership. This building is students, for the first time. That's our priority. For me, having an operations team who respect the guiding principles. We're helped with this by a practical issue, which is the Architecture Building. There are smallish rooms that we can't use for teaching 7-9 people, around 30. There's a case to say for the lecture space in L4 – for that not to be included in central pool teaching rooms but can be booked out separately. Protected space.

Keith: Big concern since 1 meeting room. Usually meetings happening at the same time, during class times.

SC: Maybe you won't be using the same booking system but one with equal access for this building – that is what I'm suggesting. The point is sharing the space. Rather than having a room, some might



have a table with chairs. Might be a little bit of compromise for some clubs and socs but also some more private rooms for meetings. Separate booking system completely supported.

Keith: Possibility of getting some more USSA meeting rooms?

SC: you have actually made decisions. One of them was large bar, event space, second bar. There are choices that USSA has made, so maybe there are different priorities that USSA should be thinking about. What we're going to do is provide you with a fitted out space that that you have asked for. But we will have to be flexible with it as usage priorities change – as flexible as possible.

Leo: In the Architecture Building, what's the provision of lifts?

SC: new ones planned at the Eastern end. More than compliant with lifts and disability access and spate evacuation lift in the Colville building. Letter of the law + standards that exceed technical requirements. Will conform to the highest rules beyond statutory regulations.

Leo: Great, thank you.

SC: any other questions or private conversations, feel free to get in touch will be happy to speak to you.

Taylor: Liberation room – have had conversations with CEO and he said we have an assigned space but actioning myself to find this out. Will email all liberation groups for feedback as well. Will bring blueprints down to my desk everyone welcome to come and see.

Item 3 - Minutes from previous meeting: ratified.

Item 4- Updates from societies:

Asad: Believe and do good – graveyard clean up, blood drive, islam awareness week, speaker, exhibition

Rosie: Getting ready for history month, organised talks for every Monday, figuring out diversity week, display up on the 2nd in Recharge, movie nights, 14th, other tbc. Beyond the binary on 22nd, LGBT 101 on 15th.

Ines: Femsoc not much has been going on

Taylor: Femsoc committee can't make it. Next thing is open a dialogue, have an official meeting. At the moment for the campaign, I have been working on video campaign to encourage female participation in elections, invited VP NUS Scotland, 3 councillors and Adele Patrick from Glasgow Women's Library. Open to suggestions on who to include.

Free period campaign. Spoke to Veena O'Halloran, happy to see business case to look at options for investments. Shuwanna – government conversations about funding being in place, whether 6 months or 2 years. Invest money to address problem temporarily.

Keith:MSA Issues around computers and heaters, Josie on it. Food recycling bin usage.

Titi: BAME soc has collaboration talk with Roza Salih on the 5ht, Debates, 5.30pm. Titi will send us event link. History society collaboration with Stephen Mullen and Graham. Stuff on prevent but not 100% figured out. Maybe organise focus group? Diversity Week. Black women's non binary brunch on 10th and black students' campaign



Silja: DW chat, and clubs exec grant

Taylor: Interfaith dinner – World at Strathclyde contributors free food. Tell us about any events that you have coming up.

Taylor: Video for liberation groups. We Are Strathclyde – online course with 1000 people. There is a section on USSA and thinking of doing a video for explaining liberation groups to increase awareness. From that I suggest that liberation groups give two dates and locations and times so that you can come and film it.

Titi: and couple of minutes to talk about the society?

Taylor: Yes. And any previous footage could also be used. Actioning everyone.

Everyone on the fence about it.

Taylor: Could be used in inductions.

Item 5- Conferencing

Taylor: What does everyone think about procedures and structures? Constitutionally there is no restriction. Submitting a motion for E& D Committee. Procedures more complicated. I encourage people to try and make it early in advance. – two weeks. Reasonable?

Titi: Important to leave that with you and E&D committee

Action: Taylor to draft motion for conferencing.

Taylor: how to decide?

Rosie: For presidents to recommend.

Titi: USSA should help raise awareness of conferences happening. Liberation groups should have priority but rest opened up to general students

Rosie: road trip issue

Titi: more conferences that come to your door. Help increase knowledge and direct to the relevant society.

Rosie: ways to get around it. Going through NUS also to attend.

Item 6 - Second Prevent meeting with SUMSA representative.

Taylor: Somehow in the action points we have agreed to deliver training to all USSA staff. Not sure who agreed. Raj agreed on things potentially.

Policy in place that we don't advocate prevent training. Asad was going to the first time ever, not sure who agreed on it.

Asad: video training guide from other University. It's been shared around the working group. Shared among executives. Something that other Universities have in place. two muslim, one non-secular, two far right, different methods of radicalisation. Prevent had positives and negatives: 53 were forwarded, 26 were from Universities. Most of the further action was around mental health, other scenarios dropped. Asad: Speaker's policy in place. Something to discuss.

Next meeting start of March – earlier, not 7th or 8th.