

Appendix C - Strategic Equality Plan: Engagement and Consultation

Cardiff University's Engagement and Consultation Processes

We recognise the importance of engaging and consulting with our community in order to gather views and ensure that as many needs as possible are identified, considered and tasked into equality objectives. Engagement is a primary part of our legal duty where 'due regard' needs to be given to relevant information when setting or revising objectives.

In our engagement process we considered the need to consult with protected groups and deliver such consultations in order to influence the setting of priorities.

From April 2015 to January 2016 we embarked on an inclusive engagement strategy initiated through existing networks and contacts supported and developed by the University over the last few years. Individuals and organisations were invited to participate in a number of engagement events including a student consultation event (via the Students' Union Officers), a staff 'Diversity Day' event and a 'Voluntary Sector Engagement Event'.

As well as these engagement activities the draft Strategic Equality Plan objectives and actions were discussed at various internal and external equality networks and meetings, e.g. Equality and Diversity Contacts Meetings (School & Directorates), Equality & Diversity Operational Group Meeting, Equality Challenge Unit Welsh Liaison Group, Equality and Human Rights Commission Wales Network.

A variety of key internal and external data was also considered as follows:

- review of action plans of previous Strategic Equality Plan
- review of other University strategies, e.g. 'The Way Forward' Strategy;
- student and staff equality monitoring data annual reports;
- review of a specific report compiled by Wales Institute of Social & Economic Research, Data & Methods (WISERD) looking at progression and attainment of students by the protected characteristics of age, race and sex, taking into account impact of prior attainment;
- Feedback from the Staff Survey and NSS (student survey);
- Feedback from the Race Equality Charter Mark Survey;
- Review of relevant Equality Impact Assessments e.g. Research Excellence Framework EIA;
- review of reports on staff, e.g. Human Resources Annual People Management Report, Equal Pay Report;
- statistical information and reports based on national consultations produced by the Equality Challenge Unit, The Equality and Human Rights Commission, the Office for National Statistics and the Higher Education Statistics Agency.



A comprehensive list of our evidence is included in Appendix D.

Outcomes of these engagement activities together with qualitative and quantitative evidence from internal and external sources have allowed us to develop and form meaningful objectives based on evidence to allow for the potential of maximum impact over forthcoming years.

1. Diversity Challenge 3 June 2015 (75 staff attended)

Evidence from this event is shown in Appendix D.

Diversity Challenge



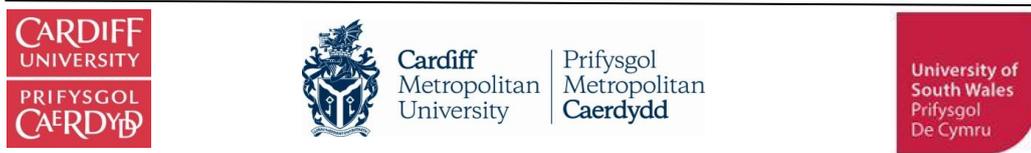
Wednesday 3 June 2015
Wallace Lecture Theatre (0.13),
Main Building (South Wing)

- 9.45 – 10.00 Registration
- 10.00 – 10.15 Welcome and context of the day – Jayne Dowden, Chief Operating Officer
- 10.15 – 11.15 Promotion and Career Development**
Quiz- led by Karen Cooke followed by a panel discussion on promotion and career development.
Karen Cooke, Professor Gary Baxter, Professor Mark Gumbleton, Dr. Heather Moyes
- 11.15 – 11:30 coffee (VJ Gallery)
- 11:30- 13.00 Unconscious Bias –Challenge Consultancy**
- The source and function of unconscious bias
 - How unconscious bias impacts on decision-making and relationships in organisations
 - Strategies and techniques for reducing personal unconscious bias, as well as the unconscious bias that manifests in teams and across the organisation
- 13.00 – 13.45 Lunch (VJ Gallery)
- 13.45 – 14.00 Introduction to afternoon (DVC)
- 14.00 – 15.00 Role Models – sharing experiences/supporting diversity.**
Members of staff share their experiences of career development from the perspectives of equality
Professor Meena Upadhyaya, Tracey Evans, Mo O'Brien
- 15.30 Close



3. Joint SE Wales Universities' engagement with local Voluntary Sector organisations

Evidence from this event is shown in Appendix D.



Voluntary Sector Equality Engagement

Wednesday, 24th June 2015

9.30- 1:30pm

The ATRium, (Zen Room CAB403), University of South Wales,
86-88 Adam Street, CARDIFF, CF24 2FN

Draft Agenda:

- 09:30 – 10:00 Refreshments (tea, coffee, water & biscuits)
- 10:00 – 10.15 Welcome & Introductions
- Universities approach to Strategic Equality Plans and Objectives (5 mins)
 - Equality Agenda in Wales – Kate Bennett (10 mins)
- 10:15 – 10:30 Reflection
- 10:30 – 10:35 Introduction to the sessions
- 10:35 – 11.20 Session 1 and Feedback of 15 minutes – Employment
- 11:20 – 12:05 Session 2 and Feedback of 15 minutes – Student Experience (attracting and supporting students from diverse groups)
- 12:05 – 12.50 Session 3 and Feedback of 15 minutes - Engagement
- 12:50 – 1:00 Close
- 1.00 Lunch and networking

Tea/Coffee/Water will be available throughout the sessions

The aim of this networking event will be to review together equality barriers to Higher Education and the needs of our communities. Your views will directly contribute to developing our University equality objectives and Strategic Equality Plans.

Organisations in attendance/ contributed: Race Equality First, Disability Wales, Sazani Associates, DPIA, Fair and Square Advocacy Project, Stonewall, Dyslexia Action Wales, Sight Cymru Wales, Homes 4U, RNIB, Cytun/ Churches together, Carers Wales, Princes Trust, Chwarae Teg.

2. Student Representative engagement event

All Student Union Sabbatical Officers and Liberation officers and invited.

Evidence from this event is shown in Appendix D

We need your help!

The University is currently reviewing its Strategic Equality Plan and would like to know your views.

Please come along to [Seminar Room 1 \(0.07\) Trevithick Building](#) on Wed 29 April 2015 at 12.30 for a buffet lunch followed by an interactive session on unconscious bias - recognising how society stereotypes people and how we can become more aware of its effect.

During the remainder of the afternoon we will split into groups to discuss your ideas on how the University should approach its work on equality and diversity.

Plan for the session:

12.30 – lunch

1.00 -1.45 – Unconscious bias

1.45 - 3.00 – Group work – your thoughts on how we can support the groups which you represent at the University.



RSVP to preecea@cardiff.ac.uk (so we know numbers for catering!)

If you have any specific access, or other requirements, that will assist you to take part in this event please let us know.