

	<p>to monitoring sexuality, there is a willingness to state but only if all students were asked. LC said that the University has started to monitor staff and took advice from Stonewall last year, which stated there must be a 'prefer not to say' option</p> <p>Students with Caring Responsibilities Research – Jenny Okojie is no longer Women's Officer but has said she will pass all the research to the next Women's Officer</p> <p>Review of Equal Opportunities Policy – All equal opportunities documents could be collated to produce a single document which encompasses the whole organisation. TW, BW and PP will draft a paper for the next meeting. Carried Forward</p> <p>AOB ii – The open forum for disabled students and staff on future building works was well attended. The meeting was specific to Estates and another will be held soon. LC will be contacting involved students</p> <p>AOB iii – CS raised an issue with extra time candidates and asked whether to bring those issues to this Committee or the Disabilities Office. CM has regular meetings with the Disabilities Office and offered to set up a meeting with Helen Bogusz and some students to discuss the issues. Carried Forward</p>	<p>TW/BW/ PP</p> <p>CM</p>
<p>3</p> <p>5</p>	<p>Monitoring of Job Applicants</p> <p>CUSU Staffing (Paper B) To consider a report on job applicants and employees of CUSU</p> <p>Items 3 and 5 were discussed together.</p> <p>A discussion was held regarding the results of our monitoring forms and it was agreed that although we appear to be getting applications from a range of people with different ethnicities, we are not getting the appointments – which is a big issue for us.</p> <p>At present the monitoring process only covers applicants and it was recommended that we need to start monitoring the short listing process, the student staff & the full time staff members. PP mentioned that changing the monitoring system will help & will follow this up with Mel but it is likely to need at least a year to complete.</p> <p>On a positive note, in regards to student staff – we have a lot of women compared to the previous year.</p> <p>L Carson mentioned that most applicants here are from the internet and questions were raised regarding adverts in the press and PP explained that it was as expensive to put a job advert in the local press, as it was to put one into the national press, it was agreed that we could talk to Phil Dunn, regarding particular jobs and look at where we are advertising positions. It is possible that If certain jobs are only being advertised on the internet, it will explain why most of the applications we have had, are from the Internet.</p>	<p>PP</p>
<p>4</p>	<p>Coventry University Equality Statement (Paper A1 & A2) To consider the CU statement and Action Plan (*In action plan indicates action for CUSU)</p> <p>L Carson explained how the Coventry University Scheme had now been approved and has gone live on the 3rd Dec which will be linked from the Student Portal.</p> <p>PP asked if there were any other plans regarding both International Students & Disability Students, beside the focus group in which the Student Union could get</p>	

	<p>involved in and LC agreed to mention to the Disabilities Office that we would like to get involved</p> <p>Setting up an International Committee was mentioned as something in which RJW is currently looking in to.</p> <p>Concerns were raised regarding the SU currently not having an elected International Disabilities Officer, but this is hopefully going to alter with the upcoming elections.</p> <p>It was mentioned how in the past, Estates have run a session in one of the meeting rooms, where they have spoken to students regarding the buildings and LM & LC will work together to try and set this up again and LM will advertise it in order to get students to come along and will also speak to Helen for help as well.</p> <p>Questions were asked in regards to where the reports on the EIA go? And LC explained that they are published on the website and will send a link for it.</p> <p>A discussion was held regarding the Culture Club and the SU will make sure that the Calendar of Holy Days is circulated and will also get more involved in events such as the Chinese New Year and it is mentioned how the notice board near Reception can be used for this.</p> <p>LC expressed an interest in being involved in LGBT week.</p>	LM/LC
5	<p>CUSU Staffing (Paper B) To consider a report on job applicants and employees of CUSU</p> <p>Please see Item 3</p>	
6	<p>Monitoring of Membership</p> <p><u>Volunteering (Paper C1)</u></p> <ul style="list-style-type: none"> • Good in Ethnicity and in terms of BME • Gender: fits in national imbalance as 20% out • A discussion was held in regards to looking at including members of S&S in these figures, as volunteers that are not involved in Horizon. • There is quite a spread in statistics on the last page of C1. <p><u>Sports & Societies (Paper C2)</u></p> <ul style="list-style-type: none"> • There is a problem with gender in the Sports Clubs, but not in the Societies. • Gender and Ethnicity is not great, but is a national picture. • PP explained that there is an overall number problem • A discussion was held as to whether there are more boys playing sports because a lot of the literature & Commercial Marketing is male orientated – the SU will look at our literature and LC will look at the Universities. <p><u>SUAC (Paper C3)</u></p> <ul style="list-style-type: none"> • A good split in Gender at almost 50% • SUAC collects statistics in a different way, not via a form like Horizon and S&S • CM explained how she has noticed an increase in International Students using SUAC • BH is currently looking to launch a Plagiarism campaign aimed at International Students 	

7	<p>A report on Working with Disabled Students (Paper D)</p> <p>A discussion was held on how there was a lack of awareness as to why we have elected officers and an Awareness Raising Campaign regarding this would be a good idea but as we will be struggling to fit in another campaign, it could all included in democracy fortnight. This will be followed up after Christmas.</p> <p>CM explained how Susan Salisbury had designed sessions with the disability officer.</p> <p>CM also explained how the issues that were brought up in the forum were pursued and how the students were feeding back to the committee. If a problem was resolved, then it was not an issue but if it had not been resolved then it would be taken on as case work. It was mentioned that we could look at getting feedback on things that have both been resolved and not resolved and think about how we can report this.</p>	
8	<p>AOB</p> <p>i - Carry out Impact Assessment on Commercial and Marketing and LC was asked if she could give advice on how to monitor the Commercial side of things as 54 is not as easy to monitor as SUAC or Volunteering for example. A Student Satisfaction Survey was mentioned as a possible way to do this and then the results being reported back to the Equality & Diversity Committee.</p> <p>Liah left the Meeting</p> <p>ii - PP mentioned reporting the monitoring back to the Commercial Services Committee and asking Union Council to do a monitoring form on those standing for elections.</p> <p>iii – CM mentioned how she had had a meeting with LM to meet some Recruiters from Africa and that they questioned why they should send their students here. A discussion was held on the possibility of the SU having an International Sabbatical Officer who would possibly be involved in a bit of each of the Sabbatical Officers areas.</p> <p>Liah Returned</p> <p>iiii – It was mentioned that we only link to the Student Portal via the elections and LM will look at linking to the Equality & Diversity Website, through our CUSU website by setting up an Equality & Diversity page.</p>	
9	<p>Date of next meeting: Tuesday 9th February at 11.30am</p>	