Present: Francesco Caselli (FC, Chair), Gilat Levy (GL), Nava Ashraf (NA), Maitreesh Ghatak (MG), Dimitra Petropoulou (DP), Lorna Severn (LS),

In attendance: Andy Wilson (AW), Ronny Razin (RR, in attendance for item 1)

Apologies: Rachael Meager

<u>1.</u> **Definition and identification of candidates with protected characteristics for Junior Recruitment (JR) purposes.**

RR sought the Committee's advice on an operational definition of protected characteristics to be used by the Junior Recruitment Committee. He particularly sought guidance as to the scope to be given to the "race" category. He also sought advice on how to identify candidates with protected characteristics.

reliably observed and targeted. Information on race was spotty, particularly as many applicants do not tick any race-related box in Head-Hunter. For all other protected characteristics, the information was even poorer.

In light of these difficulties the Committee recommended that the recruitment Committee uses a pragmatic and flexible approach in trying to gather information about candidates. It also recommended that the any 'Non-White' candidates be treated as having a protected characteristic. In order to make some progress on gathering information, albeit historic, on candidate's race the Committee discussed using software which assigns individuals probabilities of belonging to different ethnic groups on the basis of their name. NA undertook to explore this.

1.2.e

2.3. PSS-faculty relations: next steps

FC