## EDI Committee Meeting 12 October, 2-4 pm

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

In Attendance: Andy Wilson (AW)

That chair welcomed Joe Hazell to his first meeting of the EDI Committee. The minutes of the meeting from 5 May 2023 were approved.

## 1. Junior Recruitment

The Commit ee discussed whether to recommend to the Department Commit ee that the Department con nues to adhere to the current strategy for junior hiring with respect to EDI (Equality, Diversity, and Inclusion) targets.

It was noted that the Junior Recruitment Commit ee had been instructed that this year's search flyouts and o er stages.

## 2. EDI Commit ee

The Commit ee discussed the recent correspondence from members of the Department regarding the composi on and e ec veness of the EDI Commit ee and the School's decision to no longer partake in Stonewall Workplace Equality Index and Diversity Champion's schemes.

The Commit ee also discussed the terms of reference and membership of other EDI commit ees from other Depa em nd o n e´he between two extremes

- a) A governance organ of the department that implements consensus views.
- b) An advocacy enty that aims to challenge the Department to move towards greater inclusivity.

The prevailing view was that the EDI commit ee should find a balance between these two: the commit ee should be and ,

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