



EDI Committee

Monday 1 November 2021, 10.30 am – 12.00 pm

Minutes

Present Members (24):

Sasha Roseneil (Chair), Vanessa Diaz, Rebecca Caygill, Sara Mole, Rob De Bruin, Suzy Buckley, Michael Sulu, Teresa Williams, Jennifer Hudson, Prince Saprui, Noel Caliste, Bella Malins, Rebecca Whitham, Abigail Smith, Alexandra Olaya-Castro, Paul Ho, Nephtali Marina-Gonzalez, Chloe Milano, Helene Neveu Kringelbach, Sian Christina, Donna Dalrymple, Anna Cox, Arifa Aminy, Jennifer Rode.

Apologies (3):

Denise Long, Martin Oliver, Derfel Owen.

In attendance:

N/A

Officer(s):

Clément Leroy

Part I: Preliminary Business

1. Sasha Roseneil presented the ambitions for the UCL EDI Committee and the context of its creation.
2. Members had the opportunity to introduce themselves, explain their roles and how they would relate to the work of the Committee.

Part II: Strategic Items for Discussion

3. Terms of reference (paper 1-01)

- 3.1. Sasha Roseneil introduced the paper setting out the terms of reference for the Committee. The following points were raised in discussion:
 - a. The definition of what constitute a matter of “strategic importance” to be referred to UMC will need to be developed through the experience of running the Committee.
 - b. All the documents presented to the Committee must follow the accessibility guidelines. Other Committees should also be made aware if templates are not accessible.

3.2. The EDI Committee approved the Terms of reference.

Action: Clément Leroy & Teresa Williams to flag to the central secretariat issues with templates' accessibility.

4. EDI governance and delivery structure (diagram 1-02)

4.1 Sasha Roseneil introduced the diagram setting out the EDI governance and delivery structure. The following points were raised in discussion:

- a. Members noted that a supplementary exercise would be needed to map UCL wide local EDI governance structures and how they related to the central structure.
- b. The diagram should be edited to respect accessibility guidelines.

5. Membership (paper 1-03)

5.1. Sasha Roseneil introduced the paper setting out the membership of the Committee. The following points were raised in discussion:

- a. The membership should be edited to include the 5 students' union liberation officers, increasing representation from 3 to 5.
- b. A proposal was made to extend the membership to a staff member of ISD and a staff member of Estates.
- c. More clarity was needed about the roles of the Equalities envoys and the length of their tenure.

5.2. The EDI Committee approved the suggestion to co-opt representatives from Estates and ISD and approved the membership pending this addition and the addition of the students' union representatives.

Actions:

- a. Clément Leroy to update the membership to include all the SU liberation officers.
- b. Sasha Roseneil to invite representatives of ISD and Estates to be co-opted to the Committee.

6. Overview of EDI at UCL (PowerPoint presentation)

6.1. Acting Director of EDI, Teresa Williams, presented slides setting out the legal framework within which UCL operates in relation to EDI issues (particularly the 2010 Equality Act and the public sector equality duty), the remit of the EDI team and current streams of work.

6.2. The presentation could not be fully delivered due to lack of time and the Committee agreed to have the rest of the presentation given at the next meeting.

Action: Clément Leroy to add a slot in the next meeting agenda to finish Teresa Williams' presentation.

7. AOB

7.1. No other business.

Part III: Other Business for Approval or Information

8. COVID-19 Career Support Scheme report (paper 1-04)

8.1 The EDI Committee received the paper.

9. Annual Report and Support report (paper 1-05)

9.1 The EDI Committee received the paper.

10. Council Widening Participation paper (paper 1-06)

10.1 The EDI Committee received the paper.

11. UKRI COVID-19 Grant Extension Allocation EDI Analysis (paper 1-07)

11.1 The EDI Committee received the paper.

Clement Leroy
November 2021