



## Equality, Diversity, and Inclusion Committee

4 April 2022, 13:00 pm to 14:30 pm

Meeting held via Microsoft Teams

### Minutes

#### Present Members

Sasha Roseneil (Chair); Arifa Aminy; Suzy Buckley; Rebecca Caygill; Sian Christina; Donna Dalrymple; Ian Dancy; Paul Ho; Jennifer Hudson; Nephtali Marina-Gonzalez; Lucinda Miller; Sara Mole; Helene Neveu Kringelbach; Alexandra Olaya-Castro; Martin Oliver; Aloma Onyema; Sara Shafiei; Abigail Smith; Michael Sulu; Rebecca Whitham; Teresa Williams

#### Apologies

Anna Cox; Rob de Bruin; Vanessa Diaz; Alan Harper; Denise Long; Chloe Milano; Jennifer Rode

#### In Attendance

Dr Clare Goudy, Chief of Staff, Office of the President and Provost, in place of Ms Megan Gerrie

Mr Andy Heap, Head of IT, Faculty of Brain Sciences, in place of Mr Alan Harper

For Item 5.1-5.3: Dr Sebastian Groh, LGBTQIA+ Network Head, Department of Earth Sciences, in place of Mr Noel Caliste

For Items 7.1-7.4: Ms Viktoria Makai, Postgraduate Officer and Vice-Chair of the UCL Students' Union

For Items 7.1-7.4: Ms Senay Yaman Zucker, Reward Manager, UCL Human Resources

Mr Douglas Bertram (Secretary)

#### Part I: Preliminary Business

##### 1. Minutes from the Last Meeting

- 1.1. The Equality Diversity and Inclusion Committee approved the minutes of the meeting held on 10 February 2022 subject to the following amendment being made:
  - a. Minute 7.1.1 "intersectional" and not "interesting".

**Action - Secretary**

## **2. Matters Arising**

- 2.1. It was noted that the change of date for the present meeting was to avoid a clash with UCU industrial action by some members of staff.
- 2.2. The Chair informed the Committee that the former Vice Dean (Equality, Diversity and Inclusion) in the Faculty of Laws, Professor Prince Saprai, had stepped down from the position and had been replaced by Professor Lucinda Miller. The Chair welcomed Lucinda to the Committee and expressed thanks to Prince for his service as Vice Dean (EDI) for Laws.

## **Part II: Matters for Discussion**

### **3. Pro-Provost's Report**

- 3.1. The Chair welcomed the newly appointed Director of Equality, Diversity, and Inclusion, Ms Aloma Onyema, to the meeting and noted that the creation of the post had marked an important moment to mobilise energy regarding EDI concerns across UCL both for professional services and academic staff communities.
- 3.2. With respect to widening participation, it was noted that the majority of departments had responded to the call for action on contextual offers via the Access UCL scheme and that strong support for this would be required for the next academic year's incoming student cohorts. In particular it was noted that collaboration between Vice Deans for EDI and Education would be required to facilitate this. Additionally, the Scholarships and Bursaries and Learning Skills Development Support working groups were noted to have met, the outcomes of which would be reported in future meetings.

### **4. EDI Director Report (Paper 3-02)**

- 4.1. It was noted that a clear strategic intent would be defined across UCL regarding a number of key areas and aligned with UCL's emerging 2022-2027 Strategy, and the recent Grand Challenges' inclusion of concerns related to inequality and mental well-being. EDI would therefore be identified as an enabler for transformational change with respect to both staff and students and would include the setting of high-level objectives in a strategic effort to have ensured that UCL would become an EDI Centre of Excellence.
- 4.2. The Equality Charters Group (ECG) was noted to have met frequently prior to UCL's submission of applications to the Race Equality Charter and Athena Swan schemes, and its membership and purpose would be refreshed in Term 3.
- 4.3. The Religion and Belief Steering Group terms of reference were noted to be in development.
- 4.4. The Committee was informed that mandatory EDI e-learning would be reduced from 90 to 30 minutes in length with additional material tailored to specific staff/student types. Feedback would then be sought to further

develop this training. Recruitment of a grade 7 member of staff to support this project was noted to be underway.

- 4.5. The Committee was informed that it would receive summary reports on EDI activity conducted across UCL at future meetings as a standing item.
- 4.6. A member asked if EDI training would be provided face-to-face and in groups, particularly with reference to antiracism and disability/neurodivergence. The Director of Equality Diversity and Inclusion, Ms Aloma Onyema, responded by observing that a wide variety of training options would be considered as COVID-19 pandemic restrictions ease.
- 4.7. A member queried further details regarding the establishment of an EDI Centre of Excellence. The Director of Equality, Diversity, and Inclusion, Ms Aloma Onyema, responded by emphasising the need for both the EDI central team to have further developed their expertise but also to foster collaborations and partnerships across UCL in order to have delivered key objectives.

## **5. Establishment of the LGBTQ+ Equality Implementation Group (LEIG) (Paper 3-03)**

- 5.1. The Chair presented a paper that detailed the Terms of Reference and membership for a new LEIG whose purpose would be to develop a strong programme of action to create an inclusive and welcoming environment for LGBTQ+ staff and students, as well as alumni and visitors, at UCL. During the presentation the following points were made.
  - a. The Chair informed the Committee that the UMC had requested that the LEIG would be established as a task and finish group to measure progress towards full equality and inclusion with particular emphasis on trans, non-binary, and gender non-confirmative communities.
  - b. Whilst the group was envisaged to commence its activities in Term 3 of the current academic year and conclude at the end of the next academic year, it was noted that it would operate in a manner similar to that of the Race Equality and Disability Equality implementation groups. The proposed membership of the group was observed to have widened and would include representation from HR and EDI teams, in addition to an external figure.
  - c. The current paper was noted to have received considerable feedback from a variety of groups across UCL, particularly the LGBTQ+ Steering Group (LESG) and the Student Union (SU).
  - d. The LESG had requested two appointments in support of the LEIG at grades 7 and 8, however financial constraints had prohibited this. Instead, it was proposed that a budget of £150k would be set to employ a grade 7 member of staff for 1 year and also to have funded external consultancy and/or research. It was noted that further resource for additional staff recruitment could be made available if required within the allocated £150k.

- 5.2. During the discussion the following points were made.
- a. A member queried how maximum impact of the group's work would be ensured across faculties, and whether or not the size of its membership would be appropriate. The Chair responded by noting that it would be required to provide regular reports to the EDIC and that its membership would not need to increase in size. The membership was observed to include a Vice-Dean of EDI and that this would address consideration of the delivery of faculty-level EDI activity across UCL. A member suggested that buy-in to the operational delivery of the group's objectives would be required, and the Chair emphasised the need for clear governance processes surrounding its activity and that this would be demonstrated in the EDIC's consideration of the LEIG's reports and proposals.
  - b. A member asked if intersectionality of the LEIG's membership would be ensured beyond that of LGBTQ+ representatives. The Chair responded by noting that varied membership of the group would be encouraged.
  - c. A member asked if the grade of the member of staff to support the group's work was appropriate and suggested that either it be increased to grade 8 or that the term of appointment be extended to 18 months. After discussion, it was agreed that consideration of the level of appointment required would be determined by the Director of Equality, Diversity, and Inclusion ahead of the role's recruitment process.
- 5.3. The Equality Diversity, and Inclusion Committee approved the paper.

**6. UCL Inclusive Environments Plan (Paper 3-04)**

- 6.1. The Director of Sustainability, UCL Sustainability, Mr Richard Jackson, and the Access and Inclusion Manager UCL Estates, Ms Pip Jackson, presented a paper that set out UCL Estates' and UCL Sustainability's approach to furthering the accessibility and inclusivity of UCL's campuses. During the presentation the following key points were made:
- a. The Committee was informed that the paper articulated a desire: to develop a stronger and more inclusive working environment across UCL; to clarify institutional responsibility with respect to disability-related concerns; to review data on performance and define how this would feed back into further works that would be undertaken by UCL Estates.
  - b. The Committee was informed that the paper had been submitted to the Operations Committee in February 2022 and advice had been sought regarding how UCL might clarify its priorities regarding accessibility across its campuses.
  - c. It was noted that changes to designs standards had been made, which had been embedded within the Capital Programme, and that work had been undertaken around lanyards systems, i.e. the UCL Sunflower Lanyard Scheme, which had been understood to have improved the personal experience of staff and students.
  - d. It was noted also that the Disabled Students Network report, published in 2019, had informed much of the work detailed in the paper, which could now be undertaken since the COVID-19 pandemic had eased.

- 6.2. During the discussion the following key points were made:
- a. A member queried how UCL Estates might identify and prioritise projects with particular emphasis on short-term and cost-effective results in addition to having sought feedback from relevant communities. The Access and Inclusion Manager, UCL Estates, Ms Pip Jackson, observed that the works undertaken with respect to lanyards had required discussion across disability networks and that this had informed the prioritisation of goals. It was also noted that, whilst this feedback had been sought on an ongoing basis, many of the suggestions received had been prohibitively costly. The Chair added that, in parallel to this work, discussions with the Islamic Students' Society regarding prayer-space had recently resulted in the setting aside of a variety of rooms across UCL on an ad hoc basis, which although not ideal had been considered to be effective.
  - b. A member asked if it would be useful for the OVPA Disability and Neurodiversity Sub-Committee to have sight of papers presented to the EDIC. The Chair observed that whilst the timings for the circulation of papers amongst the EDIC might not fit with other committee deadlines, papers that were not marked confidential could be shared. The Director of Sustainability, Mr Richard Jackson, added that with reference to the paper under discussion, feedback drawn from as many groups as possible within UCL would be welcomed.
- 6.3. The Equality, Diversity, and Inclusion Committee noted the contents of the paper.

### **Part III: Other Business for Approval or Information**

#### **7. Implementation of Staff and Student Childcare Recommendations (Paper 3-05)**

- 7.1. A member asked if the childcare salary sacrifice referenced within the paper might cover childminding fees. Ms Senay Yaman Zucker, Reward Manager, UCL Human Resources, informed the Committee that it would not as, due to HMRC regulations, the providers who have been invited to tender for the scheme would only be able to work with nurseries.
- 7.2. A member queried whether or not means testing via consideration of the salaries of partners and/or ex partners might be included within the scheme. Ms Senay Yaman Zucker, Reward Manager, UCL Human Resources, informed the Committee that she would provide feedback to UCL HR on this query.
- 7.3. A member queried the status of children over the age of 8 years during examination periods within the scheme. Whilst noting she would seek further feedback on this matter, Ms Senay Yaman Zucker, Reward Manager, UCL Human Resources, added that recruitment of a childcare co-ordinator was underway. It was also noted that the query would be discussed by the Director of Equality Diversity and Inclusion, Ms Aloma

Onyema, and the Acting Chief People Officer, Ms Donna Dalrymple later in the day.

7.4. The Equality Diversity and Inclusion Committee noted the contents of the paper.

**8. Gender and Ethnicity Pay Report 2021-22 (Paper 3-06)**

8.1. The Equality Diversity and Inclusion Committee noted the contents of the paper.

**9. Improving EDI Websites – Oral Presentation**

9.1. Dr Nephtali Marina-Gonzalez, Vice Dean of Equality, Diversity and Inclusion, Faculty of Medical Sciences provided a presentation focused on the use of EDI websites within the Faculty of Medical Sciences. During the presentation the following points were made.

- a. Across the Faculty of Medical Sciences there were 74 departmental EDI websites with varied degrees of relevancy, some of which some had received only one view a day during November 2021 when the date for this presentation had been sourced. It was suggested therefore that the current provision would not be considered efficient.
- b. Possible obstructions to website access had been considered and it was observed that, despite their limited uptake, a variety of access points were nonetheless available.
- c. Improvements to EDI websites were suggested: that the functionality of websites be extend through the use of enriched media and that their number be reduced, particularly as success had been demonstrated by the proactive use and circulation of blogs, newsletters, etc., and that their content would be updated more regularly.

9.2. The Chair welcomed the presentation, and the concerns raised regarding the traction of online EDI content and suggested that liaison with UCL Communication and Marketing (CAM) might enable the streamlining suggested.

9.3. The Equality, Diversity, and Inclusion Committee noted the contents of the presentation.

**10. Any Other Business**

10.1. No business for this meeting.

**11. Date of Next Meeting**

11.1. The date of the next meeting of the Equality Diversity and Inclusion Committee would be 7 June 2022 at 14:00 pm until 15:30 pm.

Mr Douglas Bertram, Secretary  
April 2022