



Equality, Diversity and Inclusion Committee

Wednesday 13 December 2023, 10.00am

Meeting held via Microsoft Teams

Minutes

Present Members:

Professor Alison Koslowski, Pro-Provost (Equity and Inclusion) (Chair).
Professor Nick Achilleos; Dr Simona Aimar; Georgina Cade; Professor Anna Cox;
Adam Cresswell; Elisa de Aragao Bibay; Professor Rob de Bruin; Donna Dalrymple;
Ian Dancy; Rebecca Edwards; Micah Gerstner; Alan Harper; Lesley Houfe; Professor
Helen Knowler; Ahmad Ismail; Denise Long; Bella Malins; Dr Nephtali Marina-
Gonzalez; Dr Lucinda Miller; Professor Sara Mole; Hayah Nawaz (for Rebecca
Whitham); Dr Martin Oliver; Dr Michael Sulu; Tor Wright; Professor Ifat Yasin.

Apologies:

Indie Beedie; Dr Suzy Buckley; Noel Caliste; Sarah Cowls; Marie Gallagher; Dr
Rebecca Jennings; Sara Shafiei; Catherine Stow; Anji Suri; Ben Watson; Sarah
West; Rebecca Whitham; SU People of Colour Officer (Rachel Lim/Rawleka Wilson);
SU Disabled Students' Officer (Philip Greger/Suzanna Chen).

In attendance:

For Minutes 9–17: Megan Gerrie (Observer, President & Provost's Office)
For Minute 13: Marta Riccardi, Equality, Diversity & Inclusion Data Analyst

Secretary: Freya Markwell (acting).

Part I: Preliminary Business

9. Minutes

9.1. Equality, Diversity and Inclusion Committee (EDIC) approved the minutes of the meeting held on 8 November 2023 [Minutes 1 - 8, 2023-24].

10. Matters arising

10.1. At its previous meeting on 8 November, EDIC had approved two proposed additions to its constitution for submission to UMC for approval. EDIC noted that UMC had approved these changes on 12 December, in addition to one further change to EDIC's constitution, the addition of a nominated

representative for the Eugenics Legacy Education Project. The Chair welcomed the new members to EDIC.

- 10.2. In relation to Minute 3.6, the EDI Director confirmed that they had been in touch with the SU. The intention was that the Respect and Inclusion Module would be used as part of new student inductions; it could be flagged in this module that students could participate in the SU's Active Bystander Programme.

Part II: Matters for Discussion

11. Pro-Provost (Equity and Inclusion) update

- 11.1. Professor Alison Koslowski, Pro-Provost (Equity and Inclusion), delivered an oral report updating on Equity and Inclusion matters.
 - a. Key developments included the launch of the LGBTQ+ action plan and the reconvening of the Disability Equality Implementation Group (DEIG).
 - b. The first Bicentenary Steering Board meeting had taken place, at which it had been made clear that EDI would be one of its key considerations.
 - c. There would be opportunities for EDIC members to get involved in a project which was underway with the aim of making campus barrier-free.
 - d. The EDI team was working on developing a community of practice on EDI across UCL, with an awards ceremony possibly to be held in early summer 2024 to highlight some of the work going on.
 - e. Whilst all EDI areas needed continuing attention, Disability had fallen behind other areas and more work was needed to bridge this gap, which is in play with the reconvening of the DEIG and the implementation of the recently launched Inclusive Environments Policy.
 - f. There are a huge number of EDI activities happening across UCL, however more work was needed on governance and the monitoring of action plans and pledges, including the LGBTQ+ action plan and working towards institutional REC in 2025 and Athena Swan Gold for 2026.

12. Review of Code of Practice on Freedom of Speech and related procedures

- 12.1. Bella Malins, Director of Recruitment and Admissions, provided a brief oral update on the Review of the Code of Practice (CoP) on Freedom of Speech and related procedures.
 - a. A new suite of documents was being prepared, following an action arising from EDIC's spring 2023 meeting.
 - b. Proposed changes included the inclusion of an equality impact assessment and a one-pager crib-sheet for people to refer to, as well as strengthening of the visitor guidance.
 - c. The governance approval process for the amended documents was currently on hold, pending additional guidance expected from the Office for

Students (OfS) around freedom of speech. Additionally, it was felt it would not be a good time to put through these changes given current world events meaning the CoP was a particularly key resource at this time.

- d. Once finalised, the documents would be brought back to Academic Board, UMC and EDIC.

13. Confidential: Annual EDI Data Monitoring Report 2023 (2-01)

- 13.1. Exempt from publication, please see confidential minutes.
- 13.2. Exempt from publication, please see confidential minutes.
- 13.3. Exempt from publication, please see confidential minutes.

14. Proposed Changes to the Equality Charters Group (2-02)

- 14.1. Lesley Houfe, Director of EDI, introduced the paper which outlined proposed changes to the Equality Charters Group's (ECG) structure, membership, and ways of working to facilitate better the progress of the various institutional equality action plans. The Director of EDI thanked Kae Ohene-Yeboah, Head of EDI (Programmes & Charters) for preparing this paper.
- 14.2. Key points discussed included:
 - a. The Terms of Reference (ToR) of EDIC would need to be looked at to determine how this committee explicitly linked to other committees with an EDI remit / link, as well as the ECG.
 - b. In response to a query raised regarding student representation on the ECG, the EDI Director confirmed that there would definitely be student representation but further discussion was needed around what form this would take. The EDI Director would engage with the SU about this and provide an update to the February meeting on the ECG's membership including student representation.
(Action: Lesley Houfe)
 - c. It was proposed that the Equality Monitoring and Advancement Group (EMAG) would be a more suitable name for the group.
- 14.3. EDIC:
 - a. Approved that the ECG be renamed the Equality Monitoring and Advancement Group (EMAG).
 - b. Discussed and agreed on the proposed changes to the EMAG's Governance, Membership and Terms of Reference.

15. Disagreeing Well: 'Safer Space Conversations' Programme (2-03)

- 15.1. Sara Mole, Envoy for Gender Equality, introduced the paper which sought endorsement from EDIC on the proposed programme of work under 'Safer

Space Conversations' (SSC), framed within an equity and justice agenda, including provision of a budget to progress this work.

- 15.2. A number of points were raised in discussion, including:
- a. The Chief People Officer noted that there was a need for guidance for staff and students about how to have conversations on sensitive and controversial issues and was pleased to see this was a proposed outcome of the SSC work.
 - b. It was proposed that the SSC Steering Group report into EMAG, as opposed to having direct oversight from EDIC. The Envoy for Gender Equality agreed to update the ToR accordingly.
(Action: Sara Mole)
- 15.3. EDIC noted the terms of reference, endorsed the proposed activities and noted that the work was subject to necessary funding.

Part III: Other Business for Information

16. Any Other Business

- 16.1. A question was raised regarding the role of Vice-Deans (EDI) in dealing with reports of bullying and harassment. The Pro-Provost (Equity and Inclusion) would arrange to meet with the Vice-Deans group, to discuss this amongst other matters, and to share guidance on signposting to ensure Vice-Deans felt equipped to point people in the right direction to get the support they needed.
(Action: Alison Koslowski)
- 16.2. It was suggested that there should be more collaboration between faculty Research Culture Working Groups and EDIC, as there seemed to be some overlap in their activities.
- 16.3. In response to a question regarding the status of the group which had been looking into the BAME awarding gap, it was reported that this project had finished but that there were plans for a broader piece of work on the awarding gap to include other factors such as disability and to include PGT students. A query was raised as to how this work would be funded. It was suggested that Paulette Williams, Head of Student Success, would be the best person to contact for further information regarding this project.

17. Dates of next meetings

- 17.1. 21 February 2024 at 10am.

Freya Markwell
Acting EDIC Secretary, December 2023