



Present: Rob De Bruin, Stephanie Schorge, Afia, Ali, Sophie Acton, Sandip Patel, Chloe Evans, Catherine Tuleu, Suzy Adcock, Steve Bunting

Apologies:

In Attendance: Verona Halfteck

1. Chairs Welcome and Matters Arising

- Mins of 18 October 2023 meeting were agreed.
Biosciences have names Ryan Felice as Associate Director EDI in Biosciences.
Action: Ryan to be invited to EDI Committee meeting and replaced on the EDI Ops group.

2. UCL EDI Data Report

RdB gave members a preview of the data. It was noted colour coding on the Gender slide will be amended.

It was agreed there was a lack of granular level data in the report.

AA gave a brief update on the Award Pay gap. A small working group has been established to harness work from across the faculty. This project is due to end by July 2024.

Action: AA to give a more detailed report of the data analysis at the next meeting.

It was noted that FLS is performing better than other Faculties within UCL.

Attainment Gap: it was agreed Assessment methods need to be more diverse.

RbB to encourage race equity leads to apply for UCL EDI Contribution funds.

3. Fellows Promotions

- RdB reported some divisions are more stringent than others in this process. Data will be collected and compared to other faculties. Promotions are assessed off the current career frameworks. SS noted the process is field specific. Written feedback to unsuccessful applicants is crucial to the process. This should be standardised across the faculty.
- It was agreed faculty guidelines would be beneficial to staff for this process.
- Action: SS to share career framework breakdown document.

4. FLS Funded Master programme.

- Biosciences will recruit one post. Hopefully more places will be available in the future.

5. AOB

- Tom Glynn to replace Gerard Jones on the EDI Committee.
- Action: VH to send invites and update teams/distribution list.

Next Meeting: