



Present: Rob de Bruin, Stephanie Schorge, Suzy Adcock, Afia, Ali, Lucy Dawson, Sophie Acton, Claire Hebblethwaite, Michelle Smidak, Sandip Patel, Mike Sainsbury, Jessica Broni-Tabi, Gerard Jones

Apologies: Tom Otis, Frank Sowery

In Attendance: Verona Halfteck

1. Action Tracker and Matters Arising

- **Action Tracker:** No outstanding actions.
- **Matters Arising**
- Funding has been made available for promoting BAME student inclusion/belonging.
- Funding has been allocated for a workshop to increase student marking; this is being led by Louise Cramer.
- The last seminar in the Biology of the Sexes series is scheduled for 27 June 2023 with a speaker from the states scheduled to address an audience in the Gustave Tuck Lecture Theatre. RdB is hopeful funds will be available next year to host another seminar series.

2. Exit Survey

- Paper 2 was circulated prior to the meeting for members to review. Faculty of Brain Sciences (FBS) are currently trialling exit survey and interviews. The purpose is to gain a better understanding of why people leave, how to retain talent and to try and combat bullying and harassment. RdB would like to use the Brain Sciences document as a template. It was **agreed** that the exit survey should be taken forward but a decision on interviews will depend on its success at FBS and if implemented should be sourced from outside of the department to avoid potential grievances.
- **Action:** Questions for the exit survey will be reviewed and discussed at the next EDI Ops group meeting and RdB will keep this committee updated on progress.

3. FLS Survey

- Paper 3 was circulated prior to the meeting for members to review. Faculty of Brain Sciences (FBS) are currently trialling a faculty survey to complement the UCL wide survey and complement/replace local (division/departmental) surveys.
- It was **agreed** that a faculty survey would ideally largely overlap with that of FBS (and potentially other to follow) and be used as a template for local surveys to allow comparison.
- It was **agreed** questions for the FLS survey would be reviewed and discussed at the next EDI Ops Group meeting. Data collected could be beneficial in Athena Swan applications.
- It was **agreed** targeted questions for different groups would be useful along with main questions that would apply to all. It was **agreed** the survey should be short to encourage staff to complete as staff have survey fatigue.
- It was **agreed** the committee would await discussions with the other Life and Medical Sciences (LMS) faculties to coordinate rollout across FLS.
- **Action:** RdB will liaise with the LMS VD EDI on potentially adopting and coordinating faculty surveys across LMS.
- **Action:** Questions for a faculty survey will be reviewed and discussed at the next EDI Ops group meeting and RdB will keep this committee updated on progress.

4. AOB

- **Re-Location Costs**
- RdB reported several staff have raised this issue with him in his role as VD EDI. There is a significant difference in the costs associated for fellows and core staff. It was **agreed** that this needs to be reviewed. It was noted that funds for staff relocation currently come from divisional budgets. It was **agreed** to cascade this issue up to institutional levels to find a solution.

- **Action:** RdB raise this issue at the next UCL EDIC meeting.
- **Action:** RdB to provide details of the complaint to LD who will raise this with Mark Rice in Reward.
- **Fellow Appointment Grades**
- In addition, the issue was raised that there is a significant difference in the grade (Grade 8 & 9) fellows are recruited at across the faculty. This potentially represents unequal pay and it was agreed that this needs to be reviewed. It was **agreed** that appointments should be assessed and appointed based on meeting the UCL Grade criteria.
- **Action:** SS/SA to decide on formal faculty response. Working group to be set up.

Next Meeting: October 2023