

Academic Board had voted against both. The University Management Committee (UMC) had subsequently decided to accept the advice of Academic Board. The Chair reported that concerns had been raised about this decision by members of UCL's EDI community. The Committee was informed that the matter would be discussed at the forthcoming meeting of Council to whom a letter had been submitted on the topic from the LGBTQ+ Equality Steering Group (LESG).

- 3.2. The Chair noted that follow-up meetings with a number of different groups including, variously, the Provost, the Pro Vice-Provost (Education & Student Experience) Professor Deborah Gill, and herself had been held regarding the Stonewall decision.
- 3.3. The Chair informed the Committee that in response to a decision taken by the UMC to strengthen UCL's work on LGBTQ+ equality and inclusion, Terms of Reference (ToR) had been drafted for the establishment of a LGBTQ+ Equality Implementation Group. This Group would be similar to those that had been established to address matters of race and disability and its ToR were noted to have been discussed at a meeting of the LESG held the previous day. Feedback from that meeting was noted to be forthcoming and would be followed by further consultative work with other groups, including the Student Union, to agree the Implementation Group's purpose and membership.
- 3.4. The Chair informed the Committee of recent work undertaken with Sustainable UCL's Access and Inclusion Manager, Ms Pip Jackson, UCL's architects, and the Student Union, on sports science related facilities at UCL East that included the provision of inclusive gym changing rooms and sports research facilities. This work was noted to have enabled the provision of gender neutral and accessible changing facilities, and male/female/sports team-named sections with open and individual changing areas. It was noted that the process of planning such facilities has provided a model for future new-builds and renovations.
- 3.5. The Chair informed the Committee that from 14 February to 7 March 2022, the UCL Student Centre would host the temporary installation of the House of Commons' 'Hope the Lego Suffragette'. This life-size Lego figure, which would be positioned opposite a model of Jeremy Bentham, had been built to highlight the history of women's suffrage, citizenship, and gender inequalities. A number of events were noted to have been planned in connection with the installation and the topics it had raised.
- 3.6. The Chair noted that Religion and Belief, a protected characteristic under the Equality Act 2010, is an area in which UCL needs to enhance its equality, diversity, and inclusion work. It was noted that Machilu Zimba had recently been appointed to the EDI team and would lead on these matters from the end of February 2022, including by establishing a Religion and Belief Equality

Steering Group. The Chair added that meetings have also been held with

- 5.3. The Equality Diversity and Inclusion Committee noted the contents of the Religion and Belief Guidance paper.

6. Extension of the pilot Accelerate to Leadership scheme to Grade 8 Professional Services (PS) Staff

- 6.1. The Director of HR Business Partnering, Ms Donna Dalrymple, presented a paper that outlined the extension of the existing Accelerate to Leadership scheme that would include placement opportunities for Grade 8 roles within PS staff across UCL. During the presentation the following key points were made.

- a. Donna Dalrymple had led on the Accelerate to Leadership scheme since its inception at the end of 2020. Originally, it had been intended as a positive action scheme aimed at grade 9 and 10 PS staff who would have sought secondment into a senior leadership role for 12 months, with support should a development gap be identified in the terms of the placement. Since its introduction, 11 placements had been advertised with an up-take of 5 placements and the remaining 6 placements left vacant.
- b. It was noted that the scheme had highlighted a wider pipeline issue reflected in ethnicity and gender pay gap reports where a disparity in the spread of staff across the grades, with a bottleneck at grade 7 with limitations at grades 9 and 10, had been noted.
- c. That approval had been sought to have extended the Accelerate to Leadership scheme to apply to grade 8 PS staff and to have allowed a future step up into grades 9 and 10 placements over time.

- 6.2.

- 8.2. A member queried the governance of monitoring action plans for all charters. In response, the Chair suggested that the ECG should perform this task perhaps via a working group whose membership would be determined in the future.
 - 8.3. A member queried succession planning for the Committee's Chair. In response, the Chair informed the Committee that the Provost had asked the Vice-Provost (Faculties) to cover her role as Pro-Provost, Equity and Inclusion.
 - 8.4. A member queried when the newly appointed Director of EDI would commence the role. In response, the Chair informed the Committee that the post-holder would start on 28 February 2022.
 - 8.5. The Executive Director of Operations, UCL Estates, Mr Ian Dancy, requested a future agenda item regarding physical accessibility, with which the Chair agreed.
- 9. Date of Next Meeting**
- 9.1. The date of the next meeting of the Equality Diversity and Inclusion Committee would be 23 March 2022 at 14:00 pm until 15:30 pm.

Mr Douglas Bertram, Secretary
February 2022