

Equality, Diversity, and Inclusion Committee

15 September 2022, 13:30 pm to 15:30 pm

Meeting held via Microsoft Teams

Minutes

Present Members

Professor Anthony Smith (Chair); Ms Arifa Aminy; Professor Rob de Bruin; Dr Suzy Buckley; Dr Rebecca Caygill; Dr Sian Christina; Professor Anna Cox; Professor Vanessa Diaz; Mr Alan Harper; Mr Paul Ho; Professor Jennifer Hudson; Ms Denise Long; Ms Chloe Milano; Dr Lucinda Miller; Professor Sara Mole; Dr Helene Neveu Kringelbach; Professor Martin Oliver; Ms Aloma Onyemah; Dr Jennifer Rode; Dr Sara Shafiei; Ms Abigail Smith; Dr Michael Sulu; Ms Rebecca Whitham; Ms Teresa Williams

Apologies

Ms Sarah Cowls; Ms Donna Dalrymple; Mr Ian Dancy; Ms Bella Malins; Dr Nephtali Marina-Gonzalez.

In Attendance

For Item 5.1-5.3: Ms Lizzy Allman, EDI Manager and Disability Equity Lead
For Items 7.1-7.2: Mrs Alex Potts, Data Protection Officer, UCL Data Protection Office

Mr Douglas Bertram (Secretary)

Part I: Preliminary Business

1. Welcome and Introduction

- 1.1. The Chair welcomed Professor Nick Achilleos, of the Department of Physics and Astronomy, as a new member of the Equality Diversity and Inclusion Committee (EDIC), replacing Professor Alexandra Olaya-Castro.

2. Minutes from the Last Meeting (Paper 3-01)

- 2.1. The EDIC approved the minutes of the meeting held on 4 April 2022.

- f. Equality Information Reports would be required to be accessible in a variety of forms and, online, at a minimum of three clicks away from the homepage.
- g. The Committee was informed that Equality Information Reports were considered a matter of public interest. Legal Services it had been noted that once published the information that Equality Information Reports contain might have reduced the number of Freedom of Information requests (FOIs) made.

4.2. During the discussion the following key points were made.

- a. A member queried the quality of data that would be included within the Equality report and linked it to a potential for a UCL-wide drive to encourage staff to edit personal information contained in their MyHR profiles that could be accessed for reporting purposes. It was noted that the data would be collated from a number of sources.
- b. A member indicated that engagement with those members of staff involved with the production of Athena Swan (AS) and Race Equality Charter (REC) applications in the process of producing future Equality Information Reports might be of mutual benefit. The Director of Equality Diversity and Inclusion, Ms Aloma Onyemah, responded by indicating that whilst there may be areas of commonality between the two processes, and that they could be aligned, the scope of Equality Information Reports would be broader and particularly with respect to protected characteristics outcomes reporting.
- c. The Chair reflected on the scope of the data sets needed, i.e. those of staff and students, to have produced the reporting required to satisfy the requirements of the Equality Information Reports. It was noted that a considerable amount of work that would be needed to have achieved their collation.

4.3. The EDIC noted the EDI Director Report.

5. Disability Equity at UCL

- 5.1. The EDI Manager and Disability Equity Lead, Ms Lizzy Allman, presented a report that identified an inconsistent picture of Disabled and Neurodivergent staff and student experiences at UCL. The following key points were raised in the presentation.
 - a. The EDIC was informed that considerable work would be required to have addressed increasing evidence of uneven staff and student experiences with regard to Disabled and Neurodivergent persons and that consistency of approach to the assessment and implementation of Reasonable Adjustments (RAs) would be a starting point and basis for future improvement.

- h. It was noted that the Gender Equality Steering Group (GESG) would await the outcomes of decisions regarding 8 & / TIAS submission in order to determine where its efforts would then be focussed.
- i. Dr Michael Sulu informed the Committee that there was a lack of clarity regarding the REC action plan, which had superseded an interim plan that had addressed staff only. It was noted that the interim plan required completion.
- j. It was noted that REC surveys had identified that BAME staff and students were 2.5% more likely to report racial harassment than white peers (in line with the EHRC report Universities Challenged). This result however ZDV FRQVLGHUNG WR KDYH EHHQ UH recent expansion of its prevention of misconduct at work initiative beyond that of sexual misconduct and the ECG urged that this work continue to maintain staff confidence.

6.2. During the discussion the following key points were made.

- a. A member welcomed the update provided and queried how the ECG and steering groups might be aligned in order to have ensured that their work would have fed into departmental strategic planning and that feedback would be provided in both directions. Professor Sara Mole responded by noting that the tracking of actions would be key to ensured delivery. The Chair added that EDI Vice-Deans had been appointed to drive these concerns at Faculty level, with which Professor Sara Mole agreed and noted that both Athena Swan and REC activities were conducted at that level.
- b. Regarding Culture Change, the Director of Equality Diversity and Inclusion, Ms Aloma Onyemah, observed that the EDI Team wished to examine the full range of drivers behind staff and student behaviours to have addressed recurrent problems. It was noted that that this work would need to align approaches and include a staff education element

that this process would be incremental. A member asked if updates on the process could be provided to the Committee in order to assist with committee and working group planning.

- e. The Chair expressed concern regarding the REC 2023 submission and suggested that consideration would need to be made regarding how the submission would be conducted at short notice, i.e. 2023, and how undelivered commitments would be explained. The Director of Equality Diversity and Inclusion, Ms Aloma Onyemah, noted that a request for a deferment could be made as increased lead-in time would be required.²
- f. Professor Sara Mole asked if she could draft an EDI Envoy job description, with which the Chair agreed. A member queried the history of the role. It was noted that initially the role did not have a

would be required.

Part III: Other Business for Approval or Information

8. Transformed Athena Swan Agenda

8.1. Professor Sara Mole introduced a paper that detailed changes made to the AS Charter that would enhance the systems and processes that underpin it, to have ensured it would be fit for the future of Higher Education (HE) and Research sectors. The transition to the new Charter has been overseen by the AS Governance Committee and was discussed at the following point was made.

a. The Chair advised that the paper should be endorsed for approval by the UMC and the People and Culture Committee.

8.2. The EDIC noted the Transformed Athena Swan Agenda paper and endorsed it for approval by the UMC and the People and Culture Committee.

9. Call for EDI Caucus ±A Strategic Research Opportunity for UCL

9.1. Professor Sara Mole introduced a paper the purpose of which was to have alerted the Committee to a strategic opportunity for UCL to connect its EDI research with policy and practice, and to raise its profile in these areas. The following key points were made in the presentation.

a. The UK Research and Innovation (UKRI) Council had issued a call supported by five UKRI funders and the British Academy at

