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**Co-chairs:** Professor Dame Hazel Genn (Vice Provost International & Advancement) and Dr Kamna Patel, Vice-Dean (EDI), The Bartlett Faculty of the Built Environment

**Secretary:** Abigail Smith, OVPA

**Deans**

Professor Ivan Parkin, Dean of MAPS

Professor Graham Hart, Dean, Population Health Studies

Professor Sue Rogers, Dean of Institute of Education

Professor Sasha Roseneil, Dean of Social & Historical Sciences and Pro-Vice-Provost (Equity & Inclusion)

**Vice-Deans (EDI)**

Professor Prince Saprai, Vice-Dean (EDI), Laws

Dr Kamna Patel, Vice-Dean (EDI), The Bartlett also co-chair

Professor Anna Cox, Vice-Dean (EDI), Brain Sciences

Dr Xine Yao, UCL English (representing Arts & Humanities)

Professor Alexandra Olaya-Castro, Vice-Dean (EDI), Mathematical and Physical Sciences

Professor Martin Oliver, Vice-Dean (EDI), IOE

**Representatives from EDI and**

Noel Caliste, LGBTQ+ Equality Steering Group

Kevin Coutinho, EDI

Dr Jennifer Rode, Disability Equality Steering Group

Dr Michael Sulu, Rae Equality Steering Group

Clare Goudy, Chief of Staff

**Communications**

Collette Lux, CAM

**Co-opted**

Professor Paul Gilroy, Director, Sarah Parker Remond Centre

Yasmeen Daoud, Welfare and International Officer

1. To receive the recommendations of the UCL Eugenics Inquiry Commission, together with the alternative recommendations from the MORE group within that commission, and



The Response Group has worked closely with the Race Equality Implementation Group, which was co-chaired by Michael Sulu and Sasha Roseneil, who sit on the Response Group.

A key recommendation of the Response Group is that, where appropriate, recommendations will be extended to cover the experience of disabled staff and students, even where not explicitly mentioned in the Eugenics Inquiry recommendations. This work will be led by a newly-convened Disability Equality Implementation Group, which will consider the recommendations and take a broader view of disability at UCL, including considering issues raised by disabled staff and student representatives during the work of the Response Group.

Key Eugenics Inquiry recommendations that this group will consider are:

- Pipeline to Promotion scheme and review of promotions criteria
- Student and staff recruitment and retention
- Disability awareness training for all staff
- Review of UCL estate to ensure access issues are understood and addressed
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**Recommendation**

*UCL to dename the Pearson Building, Galton Chair and Galton Lecture Theatre; renaming should be considered according to the policy above. A plaque or board to be created explaining the reason for the name change*  
**(Inquiry)**

*UCL must rename the following elements of its estate as a matter of urgency:*

- *Pearson Building*
- *Pearson Lecture Theatre*
- *Galton Lecture Theatre*

*Signage must be provided to explain the reasons for these changes, including the historical linkage of named individuals to eugenics advocacy and scientific racism*  
**(MORE Group)**

**Response Group**

The denaming of these spaces (Pearson Building, Pearson Lecture Theatre and Galton Lecture Theatre) was considered by the UCL Naming and Denaming Committee in June 2020, in advance of the first meeting of the Response Group. The Committee agreed unanimously to dename the spaces; the proposal was approved by Council in the same week and the denaming was completed shortly afterwards.

*whether all the named spaces are consistent with its values and missions, and appropriate for the 21<sup>st</sup> century (**Inquiry**)*

*UCL must conduct a comprehensive review of all commemorative names used within the UCL estate, using its open and transparent process for Naming or Renaming of University Buildings and Spaces (**MORE Group**)*

The Committee will report on its conclusions through its chair to the President & Provost in due course. The Department of Genetics, Evolution and Environment renamed the Fisher Centre (named for RA Fisher) to the UCL Centre for Computational Biology in summer 2020, and has provided explanatory text under the heading [\\_\\_\\_\\_\\_](#) on its website to explain the renaming.

*name from other assets associated with the*

	<p>students from disadvantaged socioeconomic</p> <p>(launched in September 2018) a key tool to overcome that barrier. The Group strongly agreed that UCL should be more ambitious about contextual offers with appropriate enhanced support within departments for students who enter UCL under the scheme. The Group proposes that the Access and Participation Steering Group is given a strong mandate Team programme.</p>
<p><i>UCL must ensure all students and staff have abundant avenues and opportunities for developing their own sense of belonging within our community and estate. UCL must ensure robust mechanisms exist to lower barriers to belonging, such as through continued support for the BAME Awarding Gap Project (<b>MORE Group</b>)</i></p>	<p>Recommendations made by the Race Equality Implementation Group include a range of actions to mainstream race equity at UCL, including addressing the degree awarding gap. The Disability Equality Implementation Group will lead similar work focused on disability. Responses to other recommendations, in particular exhibitions and engagement programmes, will improve visibility of diversity at UCL.</p>

*Committee on UCL Museums to be tasked with critically and creatively working with collections related to eugenics at UCL, UoL and elsewhere to develop and exhibition in a publicly accessible space; must include BAME and disabled representation as decision-makers from UCL and beyond (**Inquiry**)*

*Working in collaboration, UCL Library Services and UCL Culture must develop a major permanent exhibition on the history and legacy of eugenics at UCL. The exhibition must include student-led elements, and the exhibition must be developed in consultation wi*



*UCL must increase the capacity of UCL  
Special Collections and UCL Records Office  
for managing and making available  
collections related to the history and legacy of*

*UCL to improve ability to investigate its institutional history through investment in enabling BAME, disabled and other groups targeted by eugenics to become experts and investment in its archives and collections, museums and libraries (**Inquiry**)*

*UCL must improve the ability for investigation of its institutional history through investment in enabling people from groups targeted by eugenics to become experts in this area, if they choose to do so (**MORE Group**)*

*UCL to be proactive in fostering research in this area at doctoral and post-doctoral level and fund resource for it eg through investing in staff in the Sarah Parker Remond Centre (**Inquiry**)*

*All UCL students to be encouraged to value critical engagement with the history of the methodologies they are studying and intend*

This recommendation will be fulfilled via actions in response to other recommendations, in particular investment in UCL Records Office, exhibition and engagement programme, student and staff induction, and teaching and learning related to eugenics. The Race Equality Implementation Group report also supports the objectives of this recommendation through recommendations that foster research in the area of race, racism and the legacies of eugenics.

*history of eugenics into their curriculum*

*oversee recommendations to establish online pool of supportive teaching material **(Inquiry)***

*Departments must devise action plans for all teaching programmes to engage critically with the history and legacy of eugenics at UCL. UCL must develop a collective pool of resources to support this teaching and learning. Action plans must be reviewed within regular quality assurance mechanisms, such as teaching committees, consultation with student representatives, annual monitoring reviews, and external examiners **(MORE Group)***

*UCL must facilitate research into histories and ongoing legacies of eugenics, over and above any repurposed funds, encouraging substantial involvement from those outside our community and encouraging research that challenges the status quo. Due care must be given to support related multi-faculty research within UCL **(MORE Group)***

*All departments to devise action on dealing with eugenics eg on dept web pages; HoDs required to submit plan of action **(Inquiry)***

*All departments must devise action plans to describe and reflect upon how they, their predecessors and their disciplines participated in the history of eugenics. Action plans must be approved by executive deans*

*and students. Action plans should be sent to*

*of the subject. UCL must support this initiative with the provision of dedicated resources such as a project officer. Departments with strong historical links to the history of eugenics at UCL should be prioritised **(MORE Group)***

*UCL should repurpose funds linked to*

- *Expansion of opportunities at UCL for those targeted by eugenics eg scholarships, Library Fellowships, lectureships or research programmes, post in Students Union for disabled students, creation of accessible funds, for eg hiring BSL interpreters at events,*

There was strong agreement within the Response Group that funding related to eugenics should provide restitution to those targeted by it by opening up opportunity and addressing underrepresentation, and that the







The Exhibition & Engagement and Public Art Task & Finish Groups recommend the development of a co-created exhibition and engagement programme that will bring together researchers, local community members, students and artists. This proposal addresses the clear recommendations from the Inquiry into the History of Eugenics at UCL: to develop visible, meaningful activities to promote greater awareness of, and engagement with, the legacies of eugenics at UCL and to ensure targeted groups have a platforms to explore and share their experiences. This work will also serve as a demonstration that the UCL community is facing and learning from its history in an ongoing, dynamic way. It consists of:

- the creation of a permanent and dynamic contemporary memorial located at UCL Bloomsbury Campus;
- a three-year public exhibition and events programme;
- a digital hub on the UCL website, which will be home to co-created activity including podcasts, learning resources and documentation of exhibitions and the memorial.

The Inquiry originally recommended a permanent exhibition; based on expert advice, the Response Group agreed that a changing programme of events and exhibitions would be a better way of meeting the objectives of the recommendation rather than a single, permanent one. However, the issue of permanence was felt to be extremely important, and the group agreed that a permanent artwork or memorial with contextual information should be commissioned alongside the events and exhibition programme.

working with three community groups over a three-year period (and beyond in the case of the memorial work which, though permanent, will be designed with a potential for change). The core programme will be designed to work thematically with other departments, such as

The communities we work with will steer programme content. This will be achieved through the establishment of an Audience Advisory Panel and a Memorial Working Group. Community ambassadors, who will be paid, and student representatives will play an important part in guiding the programme, with the full panel advising on the scoping and connecting of appropriate researchers, community groups, and artists to be involved in the co-creation. The Memorial Working Group will oversee the appointment process for the artist to develop the memorial with academics and students from the Slade School of Fine Art, and the Audience Advisory Panel will also take the lead on the ongoing animation of the artwork.

those targeted by eugenics are appropriately represented in UCL events and wider activity. UCL Culture will make a commitment to maintain the Audience Advisory Panel as a legacy of the project. Any elements of the programme not delivered through co-creation would be produced by UCL Culture with the guidance of the Audience Advisory Panel.

Two student roles will be recruited each year of the programme, to support development and delivery, providing opportunities to build skills for their future career. Students will also sit on the two management panels, and student journalists will be recruited to support the creation of digital content documenting the programme.

Students and academics from the Slade will play a key creative role in the development of the permanent memorial. The lead member of staff from the Slade will ensure that UCL students benefit from this project, providing them with professional skills and real-world experience of developing a commissioned piece of public art.

Researchers from many departments across IOE, Institute of Advanced Studies, Arts and Humanities, Social and Historical Sciences, The Bartlett School of Planning, and UCL Migration Unit will be invited to share current, relevant research within the co-creation process.

Subhadra Das is currently seconded as Researcher in Critical Eugenics in the Sarah Parker Remond Centre to understand the breadth of research across UCL in this area. This work will help to inform collaborations that will support the content of exhibits and events, and will inspire creative interpretation within artists.

The result will be very different resources, which can be captured digitally and used by help deliver Connected Learning around this content.

We will involve artists and creatives that the communities determine or appoint from a selection recommended by the wider team. Poets, dancers, visual artists, musicians, or other creatives could be involved, potentially from Slade alumni or students.

It is important that the artists and groups we work with, as well as the project manager, are from communities that were targeted by eugenics and can bring their own lived experience to this work. It is also likely that people from these communities are underrepresented in the arts sector, and this represents an opportunity to support career development and visibility for these groups.

The memorial will be developed through a collaborative process led by an artist, in partnership with Slade academics and students. Supported by the Slade, the artist will co-create a programme of engagement with UCL researchers, students, and external partners to hear the voices and experience of those affected by eugenics.

CAM and Digital Presence colleagues will develop a digital hub on the UCL website, which will give people the chance to engage virtually with the university response to the history of





We will work with students and participants in our public engagement programme to create



It is clearly important to signpost a commitment to create a safe and inclusive space for education about eugenics and its legacies, as well as other sensitive issues. A protocol should be developed under the guidance of the All-Faculty Working Group, covering expectations around student and staff conduct, protocols for dealing with any incidents that arise and a briefing document that outlines and explains acceptable and unacceptable language. As part of this, HR should provide guidance covering the support available to staff in the case of a complaint when teaching problematic histories.

Addressing these recommendations requires departments to reflect on their histories and take action to address the legacies of eugenics. The T&F group recognized that historical involvement with eugenics varies across the institution, and sought to balance locally-led commitments with top-down encouragement, support and accountability.

All Heads of Departments should take responsibility for an action plan that engages critically with the history and legacy of eugenics at UCL. The plan should be developed in the coming year, submitted to the Dean for approval and then passed on to the All-Faculty Working Group. The All-Faculty Working Group will consider the adequacy of departmental plans, identify whether there are common challenges that require more systemic action, and also can advise departments about resources or support that may be available to help them take action. An Associate Professor (Teaching) should be appointed for the three-year duration of the project to work with the All-Faculty Working Group on the collation, development and promotion of departmental action plans, and with the UCL Arena Centre on the development and provision of development for staff in relation to teaching about eugenics and its legacies. Priority should be given to supporting departments with the greatest historical involvement with eugenics, or departments most detrimentally affected by its legacies.

Staff may not have the experience or expertise to teach about eugenics and its legacies. The All-Faculty Working Group should work with the Arena Centre to provide guidance and development opportunities for staff, including a protocol for creating safe and inclusive educational spaces.

Resources that already exist for teaching about eugenics and its legacies should be reviewed, curated and shared through [OpenEd@UCL](#) or a similar discovery platform. Staff should be encouraged to draw on this collection, and assured that the resources and protocols been reviewed by UCL and are considered suitable for teaching problematic histories, and that they reflect our commitment to critical engagement.

Galton bequeathed £40,000 (the residue of his estate) in 1911 to establish a professorship of e current postholder,  
and there is no indication that the fund has been drawn on since 1999, which is as far as UCL records go back. In July 2018, the fund was worth £283,532 and it generates £6.6-7k annually.

No historical records have been found for this fund, and it merged with the Eugenics Publication Fund in 2007. At the time of merger it was valued at £13,692.

Dating back to 1950, this fund was set up to receive the proceeds of sales of eugenics publications (it is not clear which publications contributed to the fund; records in the University of London archive are not available at time of writing). At 31 December 2020, the fund was worth £681,711; it generates around £11,500 annually.