



## Equality, Diversity, and Inclusion Committee

4 April 2022, 13:00 pm to 14:30 pm

Meeting held via Microsoft Teams

### Minutes

#### Present Members

Sasha Roseneil (Chair); Arifa Aminy; Suzy Buckley; Rebecca Caygill; Sean Christina; Donna Dalrymple; Ian Dancy; Paul Ho; Jennifer Hudson; Nephtali Marin-Gonzalez; Lucinda Miller; Sara Mole; Helene Neveu Kringelbach; Alexandro Olave-Castro; Martin Oliver; Aloma Onyema; Sara Shafiei; Abigail Smith; Michael Sulu; Rebecca Whitham; Teresa Williams

#### Apologies

Anna Cox; Rob de Bruin; Vanessa Diaz; Alan Harper; Denise Long; Chloe Milano; Jennifer Rode

#### In Attendance

Dr Clare Goudy, Chief of Staff, Office of the President and Provost, in place of Ms Megan Gerrie

Mr Andy Heap, Head of IT, Faculty of Brain Sciences, in place of Mr Alan Harper

For Item 5.1-5.3: Dr Sebastian Groh, LGBTQIA+ Network Head, Department of Earth Sciences, in place of Mr Noel Caliste

For Items 7.1-7.4: Ms Viktoria Makai, Postgraduate Officer and Vice-Chair of the UCL Students' Union

For Items 7.1-7.4: Ms Senay Yaman Zucker, Reward Manager, UCL Human Resources

Mr Douglas Bertram (Secretary)

#### Part I: Preliminary Business

##### 1. Minutes from the Last Meeting

- 1.1. The Equality Diversity and Inclusion Committee approved the minutes of the meeting held on 10 February 2022 subject to the following amendment being made:
  - a. Minute 7.1.1 “intersectional” and not “interesting”.

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develop this training. Recruitment of a grade 7 member of staff to support this project was noted to be underway.

4.5. The Committee was informed that it would receive summary reports on EDI activity conducted across UCL at future meetings as a standing item.

4.6. A member asked if EDI training would be provided face-to-face and in groups, particularly with reference to antiracism and disability/neurodivergence. The Director of Equality Diversity and Inclusion, Ms Aloma Onyema, responded by observing that a wide variety of training options would be considered as COVID-19 pandemic restrictions ease.

4.7. A member queried further details regarding the establishment of an EDI Centre of Excellence. The Director of Equality, Diversity, and Inclusion, Ms Aloma Onyema, responded by emphasising the need for both the EDI central team to have further developed their expertise but also to foster collaborations and partnerships across UCL in order to have delivered key objectives.

**5. Establishment of the LGBTQ+ Equality Implementation Group (LEIG) (Paper 3-03)**

5.1. The Chair presented a paper that detailed the Terms of Reference and membership for a new LEIG

- 5.2. During the discussion the following points were made.
- a. A member queried how maximum impact of the group's work would be ensured across faculties, and whether or not the size of its membership would be appropriate. The Chair responded by noting that it would be required to provide regular reports to the EDIC and that its membership would not need to increase in size. The membership was observed to include a Vice-Dean of EDI and that this would address consideration of the delivery of faculty-level EDI activity across UCL. A member suggested that buy-in to the operational delivery of the group's objectives would be required, and the Chair emphasised the need for clear governance processes surrounding its activity and that this would be demonstrated in the EDIC's consideration of the LEIG's reports and proposals.
  - b. A member asked if intersectionality of the LEIG's membership would be ensured beyond that of LGBTQ+ representatives. The Chair responded by noting that varied membership of the group would be encouraged.
  - c. A member asked if the grade of the member of staff to support the group's work was appropriate and suggested that either it be increased to grade 8 or that the term of appointment be extended to 18 months. After

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