

Equality, Diversity and Inclusion Committee

Wednesday 21 February 2024, 10.00am

Meeting held via Microsoft Teams

Minutes

Present Members:

Professor Alison Koslowski, Pro-Provost (Equity and Inclusion) (Chair).
Maysaa Abboud (for Alan Harper); Professor Nick Achilleos; Dr Simona Aimar; Indie Beedie; Dr Suzy Buckley; Georgina Cade; Sarah Cowls; Professor Anna Cox; Adam Cresswell; Donna Dalrymple; Ian Dancy; Rebecca Edwards; Lesley Houfe; Ahmad Ismail; Dr Rebecca Jennings; Denise Long; Dr Lucinda Miller; Professor Sara Mole; Hayah Nawaz; Sara Shafiei; Dr Victoria Showunmi (Minutes 17-20); Dr Michael Sulu; Ben Watson; Tor Wright; Professor Ifat Yasin.

Apologies:

Noel Caliste; Elisa de Aragao Bibay; Professor Rob de Bruin; Megan Gerrie; Bella Malins; Micah Gerstner; Alan Harper; Professor Helen Knowler; Dr Nephtali Marina-Gonzalez; Lettie Smythers; Catherine Stow; Anji Suri; SU People of Colour Officer (Rachel Lim/Rawleka Wilson); SU Disabled Students' Officer (Philip Greger/Suzanna Chen).

In attendance:

For Minutes 17-27 20: Marta Riccardi, Equality, Diversity & Inclusion Data Analyst
For Minute 23: Angela Clark, Head of Recruitment

18. Matters arising

18.1. In relation to Minute 13.2a, the Interim Director of EDI reported that data on sexual orientation, and religion and belief for staff had been collected since 2011 and data on gender identity was collected for the first time in 2021. Data on students' gender identity, religion and belief had been collected since 2014.

18.2. In relation to Minute 13.2b, the Interim Director of EDI confirmed that data was collected on numbers of overseas and EU staff, however this was not routinely used in pursuit of UCL's EDI actions and therefore was not included within the report; this could be added into future years' reports if a decision was taken to do so.

18.3. In relation to Minute 13.2c, the Interim Director of EDI reported that a forthcoming campaign was planned to encourage staff to share their EDI data, including disability and gender identity. The campaign would include an initial small-scale questionnaire to understand why some staff may be reluctant to share their EDI information which would help inform approach and communications.

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19.1. Mark Rice, Head of Reward and Pensions, introduced the paper which presented a draft of UCL's 2023-24 Gender, Ethnicity and Disability pay gap report. Under government legislation UCL was required to report its gender pay gap data by the 30 March 2024, using snapshot data taken at March 2023. UCL also voluntarily reported its ethnicity pay gaps and, for the second time, was also reporting on pay gaps by declared disability.

19.2. A number of points were raised in discussion, including:

- a. In response to a query raised regarding intersectionality, the Head of Reward and Pensions advised that there were limits on the level of detail which could be covered within the public-facing report. Internal reporting could include a more detailed breakdown of the data with a greater focus on intersectionality.
- b. A query was raised as to whether the actions proposed to address the disability pay gap were sufficient; the Head of Reward and Pensions agreed to review the actions again.
- c. It was suggested that consideration should be given to how to improve

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- a. Received and noted the content of this paper and its appendix
- b. Approved the guidance content in Appendix 1

22. Annual Review 2022-23 and Key Priorities for 2023-24 (3-04)

- 22.1. Lesley Houfe, Interim Director of EDI, introduced the draft EDI Annual Review 2022-23 and Key Priorities for 2023-24 which demonstrated the activity and impact of UCL's EDI work, as well as its future plans. The Interim Director of EDI thanked colleagues who had contributed to this work, and invited members to follow up with her directly if they had any other EDI activities or case studies to suggest for inclusion in the report.
- 22.2. A number of points were raised in discussion, including:
 - a. EDIC members welcomed the report as providing a valuable summary of UCL's EDI work and plans and thanked the Interim Director of EDI and colleagues who had contributed to this.
 - b. It was noted that the updated version of the report was due to come to EDIC's next meeting in April ahead of its submission to People Committee for sign off on behalf of Council.
- 22.3. EDIC:
 - a. endorsed the draft Annual Review 2022-23 and Key Priorities for 2023-24 (Appendix 1)
 - b. noted the up-dated timeline for publishing this document, along with the staff and student data monitoring report (section 3).

23. Talent Link/Staff Recruitment Data (oral report)

- 23.1. Angela Clark, Head of Recruitment, presented an oral report on Talent Link and staff recruitment data. Key points highlighted included:
 - a. Equitable, diverse and inclusive outcomes were key to UCL's recruitment process, with a particular focus on gender, ethnicity and disability.
 - b. A number of initiatives had been implemented over the last six years aimed at improving EDI recruitment outcomes, including the Fair Recruitment Specialist Scheme and Accelerate to Leadership.
 - c. The most notable impact on EDI outcomes had been brought by the introduction of Talent Link which aimed to create a better recruitment experience for candidates and hiring managers, and to generate meaningful actionable insights on recruitment outcomes.
 - d. Changes implemented included: making the application process quicker; in-housing Executive Search and building relationships with alternative search firms to reach different candidate markets; building reasonable adjustment requests into the recruitment workflow; making opportunities for hybrid working searchable; and better optimised careers webpages serving vacancies to a more diverse range of candidates.
 - e. The Head of Recruitment presented slides comparing data from 12 months prior and 12 months after the introduction of Talent Link, which

27. Date of next meeting

27.1. Wednesday 17 April 2024, 10:00am.

Freya Markwell
EDIC Secretary, February 2024