

Equality, Diversity and Inclusion Committee

Wednesday 19 July 2023, 9.00am

Meeting held via Microsoft Teams

Minutes

Present Members Dr Michael Spence, President and Provost (Chair)

Professor Nick Achilleos, Dr Simona Aimar, Indie Beedie, Dr Suzy Buckley, Georgina Cade, Noël Caliste, Anna Cox, Donna Dalrymple, Ian Dancy, Professor Rob de Bruin, Rebecca Edwards, Dr Michele Farmer, Marie Gallagher, Sasha Green, Alan Harper, Lesley Houfe, Dr Rebecca Jennings, Denise Long, Angel Ma, Dr Nephtali Marina-Gonzalez, Bella Malins, Dr Lucinda Miller, Professor Sara Mole, Dr Martin Oliver, Dr Sara Shafiei, Manon Simmons, Dr Michael Sulu, Harper Taylor-Hanson, Becky Whitham, Professor Ifat Yasin, Callie Yoo

Apologies: Sarah C Welton (e-mailing)

Secretary: Douglas Bertram

Part I: Preliminary Business

31. Welcome and Introductions

- 31.1. The President and Provost (Chair), Dr Michael Spence, informed the Equality, Diversity, and Inclusion Committee (EDIC) that the Executive Director of Student. Services and Registrar, Sara Cowls, would be represented by the

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by observing that they should be added to the Advisory Group's constitution to create an overall membership of 16. This was agreed.

- b. It was observed that the structure of the Working Group had differed from similar Groups operating with UCL's EDI provision which included those with lived experience. The Chair responded by noting the Working Group membership as proposed included those whose roles would allow them to help influence and progress practical actions. The consultation process to develop an action plan would allow those with lived experience to contribute by seeking their views and suggestions about improvements. This was a deliberate approach in terms of attempting to have concerns addressed and actions formulated in a new way. Members suggested that this approach might be included in communications regarding the Working Group's nature and purpose.

36.3. EDIC received the Proposal and provided feedback on Appendices A and B.

37. Antisemitism Programme Manager (APM) Up-date (Paper 4-05)

37.1. The Antisemitism Programme Manager, Anthony Orkin, presented a paper and slides that summarised work progress upon which the Committee was invited to provide feedback. In particular, the Committee was asked to approve the re-establishment of the Antisemitism Education Action Plan Committee (Appendix B). During the presentation the following key points were made

- a. Clashes between UCL's academic timetable, UCL Welcome Week, and the Jewish calendar had been identified. As a result, all stakeholders and senior academic and professional services leaders had been contacted informing them of these challenges and the feedback had been positive. Forward planning and acknowledgement of Jewish festivals and days of observance had been welcomed and it was noted that such an approach could be applied to other religions represented at UCL in both staff and student groups.
- b. It was noted that both the festivals of Hanukkah and Shavuot would have a series of events attached to them and further details would be identified to the EDIC in the future. It was also noted that Holocaust Memorial Day had been mark with positive feedback.
- c. Messaging advice focusing on the pros and cons of certain approaches was detailed and it was noted that best practice guidance would be made available across UCL.

antisemitic tropes, subsequently brought to the Antisemitism Programme Manager's, Anthony Orkin, attention was provided. The student was met, and education and advice were provided. This had been received positively and it was suggested that the student had been provided with tool to be able to avoid such thinking and influence peers.

- e. The re-establishment of the Antisemitism Programme

- c. A member reported the positive contributions made by the Head of Digital Accessibility, Ben Watson, in preparation of teaching materials for the forthcoming academic year. The Equality, Diversity and Inclusion Manager (Disability Equity Lead), Dr Lizzy Allman, echoed these sentiments and encouraged Committee members to make use of the Digital Education Team's services.
A member highlighted challenges faced by both staff and ND students in the delivery of group work in connection with the drafting of Summary of Reasonable Adjustments (SORAs). Whilst the Equality, Diversity and Inclusion Manager (Disability Equity Lead), Dr Lizzy Allman, noted that Student Support and Wellbeing (SSW) and the DEIG would need to link in order to provide support in this area, a member highlighted the value of a training programme provided by the Faculty of Engineering Sciences (<https://extendstore.ucl.ac.uk/product?catalog=UCLXInclusionDN>) and it was suggested that this might provide a model for other training programmes across UCL.

38.3. EDIC noted the contents of the paper and endorsed the work proposed.

Part III: Other Business for Approval or Information

39. Student Support and Wellbeing (SSW) Approach to Summary of Reasonable Adjustments (SoRAs) (Paper 4-07)

- 39.1. Chilima Siyanyeuca, Student Support and Wellbeing Manager (Mental Health and Wellbeing) and Louise Grimmett, Student Support and Wellbeing Manager (Disability and Specific Learning Differences) presented a summary of the process for conducting SORA assessments as requested by the Committee at its previous meeting. During the presentation the following key points were made:
 - a. Year on year increases in student registration for Reasonable Adjustments had been noted within the highest categories of physical disability and specific learning differences. During the academic year 2021/22 1500 SORAs had been created and until May 2023 this number had increased by a further 3000.
 - b. Non-Medical Help (NMH) referrals were noted to have increased, and which could have related to study skills tuition to BSL support. It was also observed that the Disabled Students Allowance (DSA) would only provide NMH in bands 3 and 4, and it remained UCL's responsibility to have provided NMH support to disabled students where they would require it to have fallen within into bands 1 and 2 – relating to manual notetakers, practical support assistants, etc.
 - c. Staff concern related reports regarding student welfare were also noted to have increased. During the academic year 2021/22 1500 reports had been received and until May 2023 a further 2000 reports had been received.

41. **Any Other Business**

41.1. No business for this meeting.

42. **Date of Next Meeting**

42.1. The date of the next meeting would yet be confirmed.

Douglas Bertram
July 2023