# Equality, Diversity, and Inclusion Committee

## 8 November 2023

Meeting held via Microsoft Teams

Micah Gerstner; Les
Jennings; Denise Long; Bella Malins; D
Miller;

Equality,

work on Safer Spaces [EDIC Minute 17.2m, 22.02.23] would be brought to the next meeting.

*Action – Lesley Houfe*

3.5 It was noted that the LGBTQ+ Equality Steering Group had produced new role descriptions. Members requested further information on this so that other steering groups could learn from it.

*Action – Noel Caliste*

3.6 Members flagged a potential link-up between the upcoming 'Respect and Inclusion' training module and the SU's Active Bystander programme. The Director of EDI would raise this possibility with the team.

*Action – Lesley Houfe*

3.7 The Director thanked Gerard Jones for his work on secondment to the fixed-term role of EDI / LEIG Manager, noting his instrumental role in the development of the LGBTQ+ action plan.

4 **ANNUAL EQUALITY, DIVERSITY AND INCLUSION REPORT** (Paper 1-03)

4.1 EDIC noted the proposed approach and timetable for development of an EDI Strategy. In 2023/24 this would involve a strategic review of EDI across the institution, including looking at roles, resources and structures and at the remit of EDIC itself. This would then enable a more informed consultation on an institutional strategy during 2024/25.

5 **DIGITAL ACCESSIBILITY**

5.1 The Head of Digital Accessibility briefed the EDI committee on the Digital Accessibility Policy, developed in response to the Public Sector Bodies (Websites and Mobile Applications (No.2)) regulations. The Policy sought to ensure that UCL evaluated the accessibility of its products and services to inform planning for improvements, promoting accessibility in any new products and features, and where necessary advocating for improvements with suppliers. EDIC welcomed UCL's partnership with RNIB to create a standard contract wording to ensure accessibility in procured products and services, and noted the potential for this to be rolled out across the sector to maximise impact.

5.2 EDIC noted the potential contribution of the Digital Accessibility team at an early stage on the development of an equality impact assessment tool. The Director of EDI would pick up on this accordingly.

6 **EUGENICS LEGACY EDUCATION PROJECT** (Paper 1-04)

6.1 EDIC reviewed the Eugenics Legacy Education Project report for the period April-August 2023, including the development of a framework for teaching and learning, and a series of staff resources and development events.