



## Equality, Diversity & Inclusion Sub-Committee

**Date:** TUESDAY, 7 MARCH 2023

**Time:** 10.30 am

**Venue:** COMMITTEE ROOMS, GUILDHALL, WEST WING, 2ND FLOOR

**Members:**

Deputy Andrien Meyers (Chairman)	Deputy Marianne Fredericks
Joanna Tufuo Abeyie (Deputy Chairman)	Florence Keelson-Anfu
Deputy Randall Anderson	Deputy Edward Lord
Alderman Sir Charles Bowman	Deputy Alastair Moss
Caroline Addy	Deputy Brian Mooney
Deputy Simon Duckworth (Chief Commoner)	Alpa Raja
Mary Durcan	Ruby Sayed

**Enquiries:** Blair Stringman  
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### Accessing the virtual public meeting

Members of the public can observe all virtual public meetings of the City of London Corporation by following the below link:

<https://www.youtube.com/@CityofLondonCorporation/streams>

A recording of the public meeting will be available via the above link following the end of the public meeting for up to one civic year. Please note: Online meeting recordings do not constitute the formal minutes of the meeting; minutes are written and are available on the City of London Corporation's website. Recordings may be edited, at the discretion of the proper officer, to remove any inappropriate material.

Whilst we endeavour to livestream all of our public meetings, this is not always possible due to technical difficulties. In these instances, if possible, a recording will be uploaded following the end of the meeting.

**Ian Thomas**  
Town Clerk and Chief Executive

# **AGENDA**

## **Part 1 - Public Agenda**

1. **APOLOGIES**

2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**

3. **MINUTES**

**For Decision**

- a) To agree the minutes of the meeting held on 26 September 2022 (Pages 5 - 8)
- b) To note the minutes of the inquorate meeting held on 12 December 2022 (Pages 9 - 12)

4. **ANNUAL REVIEW OF TERMS OF REFERENCE**

Report of the Town Clerk.

**For Information**  
(Pages 13 - 18)

5. **MEMBERS DIVERSITY WORKING PARTY UPDATE**

Verbal update of the Head of Campaigns and Community Engagement.

**For Discussion**

6. **TACKLING RACISM TASK FORCE UPDATE**

Verbal update of the Chief Operating Officer.

**For Discussion**

7. **EQUALITY, DIVERSITY AND INCLUSION - BASELINE REVIEW**

Report of the Chief Operating Officer.

**For Information**  
(Pages 19 - 28)

8. **SOCIO-ECONOMIC DIVERSITY TASKFORCE**

Report of the Executive Director, Innovation & Growth.

**For Information**  
(Pages 29 - 36)

9. **STAFF NETWORKS UPDATE REPORT**

Report of the Chief Operating Officer.

**For Information**  
(Pages 37 - 48)

10. **EMPLOYEE ENGAGEMENT AND THE ALL-STAFF SURVEY RESULTS 2022**

Report of the Chief Operating Officer.

**For Information**  
(Pages 49 - 128)

11. **DRAFT EQUALITY OBJECTIVES CONSULTATION REPORT**

Report of the Chief Operating Officer.

**For Decision**  
(Pages 129 - 146)

12. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB  
COMMITTEE**

13. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

14. **EXCLUSION OF THE PUBLIC**

MOTION: That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following item(s) on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

**For Decision**

**Part 2 - Non Public Items**

15. **BARBICAN EQUALITY DIVERSITY AND INCLUSION STRATEGY**

Verbal Update of the CEO, Barbican Centre.

**For Discussion**

16. **NON PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
17. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**