



Equality, Diversity & Inclusion Sub-Committee

Date: FRIDAY, 7 JULY 2023

Time: 10.00 am

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

Members:

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

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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 CBE
Town Clerk and Chief Executive

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**

2. **MINUTES**

- 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)
- c) To note the minutes of the inquorate meeting held on 7 March 2023 (Pages 13 - 16)

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

5. **TACKLING RACISM TASKFORCE UPDATE**

Report of the Chief Operating Officer.

For Information
(Pages 17 - 32)

6. **EDI SUB-COMMITTEE WORK PROGRAMME 2023/2024**

Report of the Chief Operating Officer.

For Decision
(Pages 33 - 36)

7. **DRAFT EQUALITY OBJECTIVES 2023 - 2027**

Report of the Chief Operating Officer.

For Information
(Pages 37 - 62)

8. **DIGNITY AT WORK ADVISERS**

Report of the Chief Operating Officer.

For Information
(Pages 63 - 66)

9. **RACE AT WORK CHARTER UPDATE 2023**

Report of the Chief Operating Officer.

For Decision
(Pages 67 - 76)

10. **GENDER, ETHNICITY AND DISABILITY PAY GAPS WITH EQUALITY AND INCLUSION UPDATE (MARCH 2022 SNAPSHOT)**

Report of the Chief Operating Officer.

For Information
(Pages 77 - 92)

11. **REPORTING AND MONITORING - HIGHLIGHT REPORTS, Q3 AND Q4**

Report of the Chief Operating Officer.

For Information
(Pages 93 - 102)

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. **NON-PUBLIC MINUTES**

To note the non public minutes of the meeting held on 7 March 2023.

For Information
(Pages 103 - 104)

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**