

**PEOPLE, CULTURE & INCLUSION COMMITTEE OF THE BARBICAN CENTRE  
BOARD  
Tuesday, 2 July 2024**

Minutes of the meeting of the People, Culture & Inclusion Committee of the Barbican  
Centre Board held at Co-Lab Space, Barbican Centre on Tuesday, 2 July 2024 at  
1.45 pm

**Present**

**Members:**

Alderman Sir William Russell (Chairman)  
Tobi Ruth Adebekun (Deputy Chairman)  
Deputy Randall Anderson  
Despina Tstatsas

**Officers:**

David Farnsworth	- Interim CEO, Barbican Centre
Ali Mirza	- Interim Deputy CEO, Barbican Centre
Devyani Saltzman	- Barbican Centre
Emma Green	- Barbican Centre
Sarah Wall	- Barbican Centre
Kate Doidge	- Town Clerk's Department

**MATTERS ARISING**

With the consent of the Committee, the Chairman, Alderman Sir William Russell, nominated the Deputy Chair, Tobi Ruth Adebekun, to take the Chair for this meeting.

**1. APOLOGIES**

Apologies were received from Professor Jane Roscoe and Jaspreet Hodgson.

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

There were no declarations.

**3. MINUTES**

RESOLVED - That the public minutes and non-public summary of the previous meeting held on Tuesday 5 March 2024 be approved as a correct record.

**4. EQUITY, DIVERSITY & INCLUSION (EDI) STRATEGY UPDATE**

The Committee received a report of the Interim Deputy CEO, concerning the progress of the Barbican Centre's Equity, Diversity & Inclusion Strategy and associated action plans. It was emphasised to members the importance of

looking at EDI in a systemic and organisational way, and it was highlighted that the action plans reflected the breadth of contributions from different parts of the organisation.

Members acknowledged that the progress made and also what their role as Members needed to be. As such, there was acknowledgement to continue progress against maturity objectives there would need to be proactive commitment on Members part. This included taking time to reflect on how they could actively engage, and encouraging attending a version of the anti-racism training that the Barbican were developing for roll-out across the organisation. Alongside this, there was an action that an Away Day be planned to allow time for reflection and discussions about informing approaches moving forward.

Members were also reminded of the work around Zero Tolerance including the statement and subsequent training, which included how to report concerns or incidents.

It was noted that Equality Analysis report was now required for all papers to be received at the Barbican Centre Board or its sub-committees. This would ensure the appropriate EDI lens was cast on all aspects of its work.

The Interim CEO mentioned the importance of data and analytics and highlighted that the relevant teams were working to become more data informed. With regards to gathering audience survey data, for example, this was currently collected from ticketed audiences only in post-visit surveys. This received an approximate 5% response rate, which was comparable across the sector and the data was checked against other tourist venues. Part of the work on EDI was how to fill the gaps in audience data, and a questionnaire had been introduced when joining the wi-fi services. It was important to invest in this area to collect a good baseline.

Questions were raised by Members of the Committee with regards to Appendices 1 – 5, which were answered in the non-public session.

RESOLVED – That the report be received and its contents noted.

**5. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no public questions.

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

There were no public items of urgent business.

**7. EXCLUSION OF THE PUBLIC**

RESOLVED – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items, on the grounds that they involve the likely disclosure of exempt information as defined in Part 1, Schedule 12(A) of the Local Government Act.

8. **NON-PUBLIC MINUTES**

RESOLVED – That the non-public minutes of the previous meeting held on 5<sup>th</sup> March 2024 be approved as a correct record.

9. **EQUITY, DIVERSITY & INCLUSION (EDI) STRATEGY UPDATE**

The Committee asked questions of Non-Public Appendices 1 – 5 for the Equity, Diversity & Inclusion Strategy Update, under Agenda Item 4.

10. **PEOPLE, CULTURE & INCLUSION UPDATE**

Note: At this juncture, the Deputy Chair (in-the-Chair), Tobi Ruth Adebekun, departed the meeting, and thus the Chairman, Alderman Sir William Russell, chaired the remainder of the meeting.

The Committee received a report of the Interim Deputy CEO, concerning updates on the People, Culture, and Inclusion portfolio at the Barbican Centre.

11. **NON-PUBLIC QUESTIONS IN RELATION TO MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no non-public questions.

12. **ANY OTHER BUSINESS THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

One item of non-public urgent business was raised.

**The meeting ended at 2.58 pm**

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Chairman

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