



## People, Culture & Inclusion Committee of the Barbican Centre Board

**Date:** WEDNESDAY, 8 JANUARY 2025

**Time:** 1.45 pm

**Venue:** CO-LAB SPACE, LEVEL 2, BARBICAN CENTRE, SILK STREET, EC2Y 8DS (VISITORS WISHING TO ACCESS THE PUBLIC MEETING PLEASE REPORT TO THE SILK STREET ENTRANCE)

**Members:** Tobi Ruth Adebekun, External Member (Chair)  
Alderman Sir William Russell (Deputy Chairman)  
Deputy Randall Anderson  
Zulum Elumogo, External Member  
Jaspreet Hodgson  
Jane Roscoe, External Member  
Despina Tsatsas, External Member

**Enquiries:** Kate Doidge  
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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. **MEMBERS DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THIS AGENDA**

3. **MINUTES**

To approve the minutes and non-public summary of the previous meeting held on 5<sup>th</sup> November 2024.

**For Decision**  
(Pages 5 - 6)

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

Report of the Interim CEO, and Interim Deputy CEO, Barbican Centre.

(Note: Appendices 1 – 7 are Non-Public and can be found at Agenda Item 9).

**For Information**  
(Pages 7 - 26)

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

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

7. **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 items, on the grounds that they involve the likely disclosure of Exempt Information, as defined in Part 1, of Schedule 12(A), of the Local Government Act.

**For Decision**

## **Part 2 - Non-Public Agenda**

### **8. NON-PUBLIC MINUTES**

To approve the non-public minutes of the meeting previously held on 5<sup>th</sup> November 2024.

**For Decision**  
(Pages 27 - 30)

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

Report of the Interim CEO, and Interim Deputy CEO, Barbican Centre (Non-Public Appendices 1 – 7, to be read in conjunction with Agenda Item 4).

**For Information**  
(Pages 31 - 80)

### **10. QUARTERLY PEOPLE, CULTURE AND INCLUSION UPDATE**

Report of the Interim Deputy CEO and Director of People, Culture & Inclusion.

**For Decision**  
(Pages 81 - 130)

### **11. BARBICAN PEOPLE ENGAGEMENT SURVEY RESULTS**

Report of the Interim Deputy CEO and Director of People, Culture & Inclusion.

**For Information**  
(Pages 131 - 158)

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

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

## **Part 3 - Confidential Agenda**

### **14. BARBICAN REFLECTIONS**

Report of the Interim CEO, Barbican Centre.

**For Decision**