

EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE
Monday, 26 September 2022

Minutes of the meeting of the Equality, Diversity & Inclusion Sub-Committee held at
COMMITTEE ROOMS – WEST WING, GUILDHALL on Monday, 26 September
2022 at 10.30 am

Present

Members:

Deputy Randall Anderson
Alderman Sir Charles Bowman
Deputy Simon Duckworth (Chief Commoner)
Florence Keelson-Anfu
Deputy Edward Lord
Deputy Andrien Meyers
Deputy Alastair Moss

Observing:

Caroline Addy
Deputy Marianne Fredericks
Ruby Sayed

Officers:

Saida Bello	- Town Clerk's Department
Polly Dunn	- Town Clerk's Department
Lorraine Laddie	- Town Clerk's Department
Marcelle Moncrieffe	- Town Clerk's Department
Genine Whitehorne	- Town Clerk's Department
Blair Stringman	- Town Clerk's Department

1. APOLOGIES

Apologies for absence were received from Dr Joanna Abeyie, Mary Durcan and Brian Mooney.

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

There were no declarations of interest.

3. TERMS OF REFERENCE

The Sub-Committee considered a report of the Town Clerk concerning the Terms of Reference of the Equality, Diversity & Inclusion Sub-Committee.

In response to a question raised by a Member, the Director of Equality, Diversity and Inclusion agreed to take feedback from the Sub-Committee and work collaboratively with Members and officers on updating the Terms of Reference to include reference to Public Sector Duty, staff networks and other priorities considered relevant to the Sub-Committee and brought back to the next meeting for approval. The Sub-Committee agreed additionally that an

action tracker similar to the Tackling Racism Taskforce be established for the Sub-Committee.

Members discussed the proposed content of the Terms of Reference extensively and the Chair summed up the discussion as follows:

- Officers to revise TOR and consult widely with officers and members
- Sub Committee to recommend TOR to the court for approval
- TOR to include mapping of budgets to enable members to understand where the existing budgets for EDI are held
- Business plan for EDI for the next 2 to 3 years to be shared with members
- Monitoring and scrutiny function should be included in the draft TOR
- Ensure the work of the TRT, MDWP and Statues working group and recommendations are picked up by the Sub-Committee because members have received no updates from officers since those working groups concluded their work
- The TOR need to be broad and cover EDI with respect to institutions, members, commercial and other functions of the CoLC

RESOLVED – That, the Terms of Reference be noted and brought back to the next Sub-Committee for approval.

4. **ELECTION OF CHAIR**

The Committee proceeded to elect a Chairman in accordance with Standing Order No. 29. The Town Clerk informed that Deputy Andrien Meyers, being the only Member expressing their willingness to serve, was duly elected Chairman of the Equality, Diversity and Inclusion Sub-Committee for the ensuing year and took the Chair for the remainder of the meeting.

RESOLVED – That, Deputy Andrien Meyers be elected Chairman of the Equality, Diversity, and Inclusion Sub-Committee for the ensuing year.

5. **ELECTION OF DEPUTY CHAIR**

The Sub-Committee proceeded to elect a Deputy Chairman in accordance with Standing Order No. 30. Members of the Sub-Committee suggested that Dr Joanna Abeyie, be duly elected Deputy Chairman of the Equality, Diversity and Inclusion Sub-Committee for the ensuing year subject to agreement from the Member outside of the meeting.

RESOLVED – That, Dr Joanna Abeyie be elected Deputy Chairman of the Equality Diversity, and Inclusion Sub-Committee.

6. **INTRODUCTION FROM THE DIRECTOR OF EQUALITY, DIVERSITY AND INCLUSION**

The Sub-Committee received a verbal update from the Director of Equality, Diversity and Inclusion.

The Director of Equality, Diversity and Inclusion introduced herself to the Sub-Committee noting her local government and board level experience. The

Director informed Members of her priorities which included meeting with colleagues in the organisation and considering departmental plans already taking place, including looking at the Members Diversity working group recommendations. It was noted that colleagues in the organisation needed to be engaged through focus group sessions and a refresh the City Corporations four yearly equality objectives would need to take place alongside assembling a draft business plan.

7. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB COMMITTEE

There were no questions.

8. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There were no urgent items.

9. 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 I of the Schedule 12A of the Local Government Act.

10. NON PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

There were no Questions.

11. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

There were no items of urgent business.

The meeting ended at 11.23 am

Chairman

Contact Officer: Blair Stringman
Blair.Stringman@cityoflondon.gov.uk