

EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE
Tuesday, 7 March 2023

Informal Minutes of the meeting of the Equality, Diversity & Inclusion Sub-Committee held on Tuesday, 7 March 2023 at 10.30 am

Present

Members:

Deputy Andrien Meyers (Chairman)
Joanna Tufuo Abeyie (Deputy Chairman)
Deputy Randall Anderson
Deputy Edward Lord

Officers:

Saida Bello	- Chief Operating Officer Department
Olivia Larkin	- Innovation & Growth Department
Micah McLean	- Chief Operating Officer Department
Marcelle Moncrieffe	- Chief Operating Officer Department
Bob Roberts	- Town Clerk's Department
Blair Stringman	- Town Clerk's Department
Mark Williams	- Chief Operating Officer Department
Cindy Vallance	- Chief Operating Officer Department
Mark Gettleson	- Town Clerk's Department

MATTERS ARISING

RESOLVED – That, due to the start of the meeting being inquorate, in accordance with Standing Order 36 of the Court of Common Council, business requiring approval prior to the next regular meeting would be considered by the Town Clerk under urgency procedure in consultation with the Chairman and Deputy Chairman and the formal meeting be dissolved and consideration of business be discussed as a private informal discussion.

1. **APOLOGIES**

Apologies were received by Mary Durcan, Deputy Marianne Fredericks, Deputy Andrien Meyers and Deputy Brian Mooney.

Due to the meeting being inquorate, the meeting was initially Chaired by Deputy Edward Lord prior to the Chair and Deputy Chair's arrival.

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

There were no declarations of interests.

3. **MINUTES**

3.1 **To agree the minutes of the meeting held on 26 September 2022**

It was noted that the minutes of the meeting held on 26 September 2022 be approved at the next formal meeting of the Equality, Diversity & Inclusion Sub-Committee.

3.2 To note the minutes of the inquorate meeting held on 12 December 2022

The minutes of the inquorate meeting were noted.

4. ANNUAL REVIEW OF TERMS OF REFERENCE

The Sub-Committee received a report of the Deputy Town Clerk concerning the Annual Terms of Reference.

Members discussed the Terms of Reference and noted the following:

- Members noted that there was a need to improve the wider understanding, role, and responsibility of the Sub-Committee. Members were informed by officers that this work was being undertaken by colleagues in the Town Clerk department under the light touch governance review whereby recommendations to communicate the new structure to ensure both officers and Members approach the correct bodies for differing matters.

5. MEMBERS DIVERSITY WORKING PARTY UPDATE

The Sub-Committee received a verbal update of the Head of Campaigns and Community Engagement.

Members discussed the Members Diversity Working Party Update and noted the following:

- Members noted that it was important that a communications plan was put together to encourage those from all backgrounds thinking of standing for elected positions to be able to do so. Officers agreed with Members and noted various means by which work was ongoing to encourage this including holding events, it was noted that more work was still needed but reinforcement on positive aspects of being an elected Member for the City of London Corporation needed to be reinforced.

6. TACKLING RACISM TASK FORCE UPDATE

The Sub-Committee received a verbal update of the Chief Operating Officer concerning the Tacking Racism Task Force Update.

Members noted the following:

- Members noted their disappointment that there was not an update on previous actions which had been assigned to officers and various departments prior to the establishment of the Equality, Diversity, and Inclusion Sub-Committee. Members discussed the potential options to nominate a Equality, Diversity and Inclusion Sub-Committee champion to deliver on the work of the Sub-Committee.

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

The Sub-Committee received a report of the Chief Operating Officer concerning a baseline review of the Equality, Diversity, and Inclusion function prior to the delivery of an annual actions plan and a draft two-year strategy.

Members discussed the baseline review and noted the following:

- Members noted that there was a need to address socio-economic issues in the baseline review. Officers noted that further reporting was needed on this issue and a future paper would be brought back for a review.

8. **SOCIO-ECONOMIC DIVERSITY TASKFORCE**

The Sub-Committee received a report of the Executive Director, Innovation & Growth.

Members noted the following:

- Members were informed that the taskforce formally concluded in November 2022 and a ground-breaking Five Point Pathway to boost socio-economic diversity at senior levels which sets out what employers, sector bodies, regulators and the government can do to boost socio-economic diversity. Members asked that the adoption of the five-point pathway be considered and taken under urgency by the Town Clerk in consultation with the Chair and Deputy Chair.

9. **STAFF NETWORKS UPDATE REPORT**

The Sub-Committee received a report of the Chief Operating Officer concerning staff networks and aims to deliver more tangible outcomes for staff in future years.

Members noted the following:

- Members noted that in the staff survey conducted in 2022 Equality, Diversity & Inclusion was not captured. Officers noted that they were in the process of developing a people strategy which will consider eight themes to distinguish whether Equality Diversity & Inclusion should be separate. Members noted that it was important to ensure that information gathered was kept secure.

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

The Sub-Committee received a report of the Chief Operating Officer concerning employee engagement through regular focus group sessions and workshops.

11. **DRAFT EQUALITY OBJECTIVES CONSULTATION REPORT**

The Sub-Committee considered a report of the Chief Operating Officer concerning the proposed new Equality Objectives.

Members noted the following:

- Members were informed proposals for consultation came in December 2022 and internal consultations had been received well.

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

There were no questions.

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

There was no urgent business.

14. **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 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.

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

The Sub-Committee received a verbal update of the CEO, Barbican Centre.

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

There were no questions.

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

There were no urgent items of business.

The meeting ended at 11.45am

Chairman

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