

## **EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE**

**Friday, 7 July 2023**

Minutes of the meeting of the Equality, Diversity & Inclusion Sub-Committee held at COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL on Friday, 7 July 2023 at 10.00 am

### **Present**

#### **Members:**

Deputy Andrien Meyers (Chairman)  
Deputy Randall Anderson  
Alderman Sir Charles Bowman  
Mary Durcan  
Deputy Edward Lord  
Caroline Haines  
Catherine McGuinness  
Deputy Ann Holmes (Chief Commoner)

#### **Officers:**

Mark Gettleson	- Town Clerk's Department
Micah McLean	- Chief Operating Officer Department
Emma Moore	- Chief Operating Officer Department
Blair Stringman	- Town Clerk's Department
Cindy Vallance	- Chief Operating Officer Department

### **1. APOLOGIES**

Apologies for absence were received from Deputy Brian Mooney and Florence Keelson-Anfu.

### **2. MINUTES**

2.2 **RESOLVED** – That the public minutes of the previous meeting held on 26 September 2022, be approved as an accurate record.

2.3 **RESOLVED** – To note the inquorate minutes of the meeting held on 12 December 2022.

2.4 **RESOLVED** - To note the minutes of the inquorate meeting held on 7 March 2023

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

There were no declarations of interest.

### **4. TACKLING RACISM TASKFORCE UPDATE**

The Committee received a report from the Chief Operating Officer, detailing the progress achieved since the publication of the 'Finding and Recommendations of the Tackling Racism Taskforce' report.

In relation to the key recommendations of the staffing workstream, specifically point six, the report discussed current and potential schemes that support work experience programs for schools and young adults within the City of London. Committee members highlighted their main concern, which revolves around enhancing work experience opportunities across all levels. It was observed that overcoming these challenges poses difficulties, hindering access, opportunities, and inclusivity.

The Members strongly emphasized the urgency of addressing this issue, noting that work experience remains a significant barrier. Therefore, immediate attention and resolution are considered essential. They emphasised that the discussed matter spans various domains and extends beyond the scope of the Equality, Diversity, and Inclusion Sub-Committee.

Furthermore, Members acknowledged that while certain limitations are valid within work experience programs, some businesses exploit these barriers as excuses to avoid engaging in opportunities. To tackle this, Members suggested identifying regulated businesses that have successfully navigated these challenges. The goal is to comprehend their methods and share their best practices. This proactive approach aims to promote positive role model behaviour and encourage broader adoption of effective strategies.

Officers acknowledged the practical challenges inherent in establishing a structured and transparent system for equal opportunity access. They highlighted the importance of ensuring that all individuals, irrespective of their connections within the Corporation, can access opportunities and gain meaningful experiences. Members were informed about the ongoing collaboration between HR and EDI to elevate the quality of experiences beyond mere observation. The significance of involving the Young Employees Network to gather diverse perspectives was also underscored.

**RESOLVED** – That Members note the updates on the implementation of the Tackling Racism Taskforce recommendations.

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

The Committee reviewed a report presented by the Chief Operating Officer, which outlined an annual Work Programme for the EDI Sub-Committee.

The Chairman acknowledged the value of having a plan for the upcoming year. However, the Chairman emphasised the significance of addressing the points discussed in the previous agenda item. It was proposed that providing updates on the recommendations mentioned earlier in this work program would be beneficial. If these updates were discussed in separate sections, clarification regarding the specific heading containing them was requested.

Officers acknowledged the suggestion to categorize certain aspects under thematic groups, aligning with the objectives of the Tackling Racism Task Force. This specifically pertained to the review of attraction strategies and opportunities for a diverse young demographic. As a result, a proposal was made to create a dedicated report that covers recruitment and attraction strategies comprehensively, encompassing these interconnected topics.

The Chairman also suggested incorporating a dedicated section within the work program for policy assessment. This process would involve periodic evaluations of key policies, potentially on an annual basis.

**RESOLVED** – That Members, approve the proposed Work Programme of the Equality, Diversity & Inclusion Sub-Committee.

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

The Committee received a report of the Chief Operating Officer providing the EDI Sub-Committee with the final consultation document. The Corporate Services Committee Members recommended that the EDI Directorate work closely with the Head of Campaigns and Community Engagement to share this consultation document widely with a range of stakeholders.

Officers noted the consultation for the equalities objectives is currently active. If Members require a link to share with their stakeholder groups, it was asked that the department be informed. It was noted that a thorough communication strategy had been implemented, encompassing online dissemination, physical copies, and workshops. The aim is to ensure broad accessibility and gather diverse feedback through various channels. Officers noted the workshop was organized on July 4th to engage with city employees, residents, local authorities, and businesses regarding equality objectives and within a week of announcing the event on Eventbrite, 32 responses were received. Additionally, a survey had gathered 70 responses so far, with numbers increasing daily. The workshop includes partners from Hackney Council, various sectors, and senior officers. Leaflets with a QR code were provided to facilitate involvement.

**RESOLVED** – That Members, note the final draft of the Equality Objectives consultation and the Equality Objectives communications plan.

7. **DIGNITY AT WORK ADVISERS**

The Committee received a report of the Chief Operating Officer highlighting the important work that the DAWAs are doing to contribute to the wellbeing of employees and to reduce formal complaints and grievances in the workplace.

Officers noted this year work has focused on enhancing dignity in the workplace. and regular meetings with dignity work advisors has taken place to understand their main challenges. One significant issue was the lack of coordination in the scheme. Some advisors received numerous complaints while others received very few, leading to visibility problems. It was noted a buddy system had been established to support these advisors, with the ED&I Director overseeing the scheme's management under the guidance of the Chief Operating Officer.

**RESOLVED** – That Members note:

- That the DAWAs scheme was introduced as a result of the TRT recommendations in 2021.
- The DAWA scheme is being led by the EDI Directorate to support all employees and to contribute to better wellbeing in the workplace.

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

The Committee considered a report of the Chief Operating Officer providing an update on our charter commitments and recommends a 12-month action plan aimed at continuously improving results in relation to Race Equality. This will include updates on the outstanding recommendations made by the Tackling Racism Taskforce (TRT).

**RESOLVED** – That members:

- Make a statement to reaffirm the City of London Corporations commitments in the Race at Work charter subject to agreement by the Corporate Services Committee
- Note the Ethnicity Pay Gap headline figure in the Pay Gap Report in this agenda pack

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

The Committee received a report of the Chief Operating Officer providing the City Corporation's Gender, Ethnicity and Disability Pay Gaps for March 2022 together with an Equality and Inclusion summary.

Members noted the high levels of non-disclosure concerning ethnicity and disability and asked what the level of response was. Officers noted a comprehensive ED&I workforce report would be presented to the Corporate Services committee next week which should contain the necessary information and could be shared with the Sub-Committee at a future meeting.

**RESOLVED** – That the report be noted.

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

The Committee received a report of the Chief Operating Officer providing a summary of the achievements of the EDI Directorate between Q3 and Q4 of the 2022/2023 financial year (September 2022 to March 2023).

**RESOLVED** – That Members note:

- The achievements of the EDI Directorate in the five agreed strategic areas set out in the 2022/2023 Business Plan, Quarter 3 and Quarter 4.

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

There were no questions in the public session.

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

There was one item of urgent business the Chair considered urgent, an update on the City Belonging Project.

A verbal update was provided to Members noting the City of London Corporation senior leadership aims to enhance inclusivity through the City Belonging Project. The objective is to connect with all workers across workplaces of varying sizes, fostering engagement. The project's slogan, "Building a more inclusive square mile where community thrives," encapsulates its purpose. The strategy involves collaborating with diverse networks within the Square Mile to amplify joint efforts. The project's reception among city businesses, particularly HR teams and diversity and inclusion groups, has been unprecedented. About 180 organisations out of 300 invited attended the launch event, marking a strong start. There are roughly 60 city workplaces with over 1000 staff, and approximately 75% of them have a designated contact person for the initiative. The initiative's progress includes a successful pride reception, which drew even more businesses than initially targeted. The plan now includes discussions about scaling these events and expanding participation. Officers noted they would collaborate with Civic Affairs and the Commoner to further these efforts.

**13. 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.

**14. NON-PUBLIC MINUTES**

**RESOLVED** - The confidential minutes of the meeting held on 7 March 2023 were approved as a correct record.

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

There were no non-public questions.

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

There no items of non-public items of urgent business.

**The meeting ended at 11.30**

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Chairman

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