

EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE
Monday, 4 September 2023

Minutes of the meeting of the Equality, Diversity & Inclusion Sub-Committee held at
COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL on Monday, 4
September 2023 at 10.30 am

Present

Members:

Deputy Andrien Meyers (Chairman)
Deputy Randall Anderson
Mary Durcan
Florence Keelson-Anfu
Deputy Charles Edward Lord

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1. APOLOGIES

Apologies were received from Caroline Haines, Deputy Alistair Moss, Deputy Brian Mooney, Deputy Ann Holmes, and Catherine McGuinness.

Joanna Abeyie and Alderman Sir Charles Bowman observed the meeting remotely.

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

There were no declarations of interest.

3. MINUTES

RESOLVED – That the public minutes of the previous meeting held on 7 July 2023 be approved as an accurate record.

4. EDI SUB-COMMITTEE WORK PROGRAMME 2023/2024

The Committee received the EDI Sub-Committee Work Programme for 2023/24.

The Committee heard that that there would be an update on the Tackling Racism Taskforce's recommendations reported to the Sub-Committee at each meeting.

5. EDI CHARTERS UPDATE REPORT 2023/2024

The Committee received a report of the Chief Operating Officer concerning outlining charters that the City of London Corporation were part for discussion by the Committee.

The Committee reviewed the charters. It was clarified that the Women in Finance included those who identified as women in its activities, but this would be followed up by officers outside of the meeting.

A Member of the Committee expressed a concern from the LGBT+ community that removal and resignation of senior staff at Stonewall Diversity Champions could lead to reduction or omission of gender reassignment as part of its activities. The Member wished to seek reassurance that gender reassignment would remain part of Stonewall Diversity Champions activities before the Corporation agreed to continue being part of the charter. If this was not the case, the Sub-Committee agreed that the suitable replacement would be sought.

It was suggested that the future update report to the Sub-Committee provide further details on the benefits for staff from being part of the charters. It was acknowledged that the charters that were referred to in Agenda Item were not included as part of the report, and the list would be updated.

It was agreed that an update report would be provided at the December meeting of the Sub-Committee.

It was agreed that the Corporation would continue with the charters listed in Appendix 1 of the report, subject to the clarification and reassurance that Stonewall Diversity Champions would not cease in its gender reassignment activities.

RESOLVED –

- (i) That Members note the progress to date against the charters for which we are accredited.
- (ii) That Members agree to continue all charters listed in Appendix 1, subject to the clarification and reassurance from Stonewall Diversity Champions that it would not cease in its gender reassignment activities.

6. EDI CONSULTATION RESULTS SUMMARY (VERBAL UPDATE ON EARLY THEMES)

The Committee received a verbal report of the Chief Operating Officer. It heard that 150 individuals completed the survey, attended a workshop, or provided feedback through departmental meetings. The main themes of the feedback were tackling all forms of discrimination, social mobility, socio-economic diversity, equal pay, developing cultures of respect, and equal opportunities to progress within the workforce. The feedback on the objectives was overall strong, but the targets and objectives needed to be achievable and specific.

Members of the Committee discussed that 150 respondents were a low figure, and that the consultation be extended to receive a higher completion and response rate for achieving meaningful actions. It was agreed that officers would submit a report to the next Policy & Resources Committee for a business case for more funding to advertise the consultation and thus receive more responses.

7. CHIEF OPERATING OFFICER'S DEPARTMENTAL BUSINESS PLAN - QUARTERLY UPDATE

The Committee received a report of the Chief Operating Officer outlining the achievements in the five agreed strategic areas set out in the 2023/2024 business plan and the 90 days business plan.

The Committee raised that the review of resident feedback would not be completed until April 2024 and would be completed in collaboration with member services. Officers explained that resident feedback was mostly member-led, and data collected from the canvassing work completed at the last election could be used for election purposes only and therefore could not be accessed.

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

8. **WORKFORCE REPORTS**

The Committee received two reports of the Chief Operating Officer providing employee profile information for the years 2021-2022, and 2022-2023. The reports had been received at the last meeting of the Corporate Services Committee.

Members highlighted gender and ethnic minority imbalances and disparities in pay within the data. Officers explained that this had also been previously raised by Members at Corporate Services, and work needed to be done to address these concerns. This included recruitment processes and career progression plans. These actions would be overseen by Corporate Services.

Members also noted the low response rate, and why respondents chose not to answer certain questions. Members suggested that sampling techniques could be used with the data, and noted there would be a staff survey in March 2024.

RESOLVED – That the reports be received and their contents noted.

9. **TACKLING RACISM TASK FORCE UPDATE**

The Committee received a report of the Chief Operating Officer providing an update on the progress of the recommendations of the Tackling Racism Taskforce.

It was questioned why there were no actions for those recommendations which had not been completed. The Chief Operating Officer responded that some recommendations were currently unable to be completed (due to reasons such as IT operational systems not yet in place), and other recommendations were not updated due to officers being on leave. It was suggested that the respective chief officers should attend future meetings of the Sub-Committee to provide an update on the progress of the recommendations.

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

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

There were no public questions.

11. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**
There were no public items of urgent business.
12. **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 Schedule 12A of the Local Government Act.
13. **NON PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB COMMITTEE**
There were no non-public questions.
14. **STAFFING AND RESOURCES (VERBAL UPDATE)**
The Committee heard a non-public verbal update on staffing and resources.
15. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**
The Committee heard a non-public item of other business, concerning a verbal update on statues.

The meeting ended at 11.57 am

Chairman

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