Town Hall

18 - 18 Jun 2020

Poll results
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- Q2) Are you aware of a pay differential between black and white staff?
- Q3) Are your qualifications and experience aligned with your current salary?
- Q1) Are you burdened with being the race expert in your team/department/faculty?
- Q2) Have you ever been asked "What can I do to help you?"
- Q3) Have you ever been asked "Do you think that I am a racist?"
- Q4) Have you ever been asked "So what do you think about class?"
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- It would be useful for us to get an idea of who we are speaking to, using ethnicity/race terms - how do you self-identify?
Multiple-choice poll

Q1) Do you think racism exists at UCL?

Yes

99%

No

1%
Q2) What ONE word would you use to describe the culture at UCL?
Q3) What would be the ideal organisational culture for you to thrive at UCL?

- inclusive
- transparent
- Open
Q4) What areas do you think UCL can improve upon?
Q5) What do you think are UCL’s strengths that they should be thinking more about

- Diversity
- Inclusivity
- Collaboration
- Interdisciplinarity
- International
- Openness
- Excellence
- Resources
- Progressiveness
- People
- Influence
- Listening
- Research
- Open-minded
- Proactiveness
- Supportive
- Radicalism
- Global
- London
- Multiculturalism
- Networks
- Collegiality
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Q1) How confident do you feel with negotiating your salary?

Confident 5%

Fairly confident 18%

Not confident 76%
Q2) Are you aware of a pay differential between black and white staff?

Yes 75%

No 25%
Q3) Are your qualifications and experience aligned with your current salary?

- Yes: 34%
- No: 66%
Multiple-choice poll

Q1) Are you burdened with being the race expert in your team/department/faculty?

Yes
- 31%

No
- 69%
Multiple-choice poll

Q2) Have you ever been asked "What can I do to help you?"

Yes

No

38%
62%
Q3) Have you ever been asked "Do you think that I am a racist?"

Yes 25%

No 75%
Q4) Have you ever been asked "So what do you think about class?"

Yes: 35%
No: 65%
Open text poll

How many staff at UCL?
(1/2)

- 20,000
- 13,250
- ~13550
- 10000
- 15000+
- 14,000
- 14k
- 10K
- 10000
- 10,000
- 30,000
- Tens of thousands.
- 14,400
- 8500
- 18325
- 5500
- 10000
- 14k
- 14000
- 5000
- 13,250
- 14000
- 8500
- 13,250
- 13’000
- 8,000
- 13250
- 13,500
- 10000
- 10k
How many staff at UCL?
(2/2)

- 15000
- 12,000
- 1000
- 15000
- 13000
- 12000
- 13000
- 3000
- 10000
- 14500
- 13250
- 13,000
- 13250
- 10,000
- 14000
Multiple-choice poll

How many staff are academics?

- 8,299: 42%
- 7,250: 29%
- 5,000: 29%
Multiple-choice poll

How many are professional and other?

4,600
32%

5,760
68%
How many of these are Black staff?

- 57: 19%
- 18: 31%
- 65: 15%
- 43: 35%
What can we do to help with emotional burden?

Allies discussion
Resources
listen talk
Action
Support systems
divide labour fairly
Self-learning
money
Network
support service
inform
more black people
stres this evryone's prbl
wellbeing services
leadership
Signposting
Raise awareness
Information
Networking

listen and take action
open discussion
be open and discuss the i

Pay
Openness
Leadership

Supervision = counselling
White staff step up
safe space to share
UCL hires experts

listen and take action

remove the burden

address the cause

Whites take responsnsibi

listen to there issue
self-educate

speak up, support others
educate staff

Talk to people.

be open and discuss the i

address the cause

address the cause

Listeniing to there issue
self-educate

speak up, support others
educate staff

Talk to people.

be open and discuss the i
WHAT SOLUTIONS WOULD YOU LIKE TO SEE?

- Transparency
- Pay parity, transparency
- More allys
- Mentoring, coaching
- Vacancies for black ppl
- End outsourcing
- Salary review!
- Training
- More black senior staff
- Make privilege appearant
- More allys
- Pay
- Pay equity
- Policy change
- Information
- Management taking lead
- Financial support
- ACTION
- Visibility
- Change
- Clear and obvious action
- Resources
- Pay equity
- Policy change
- Diversity
- Opportunities
- Student informal meetings
- Career info
- Discipline
- Proactive addressing gaps
- Pay review!
- Training
- Transper
What do we need to do for figures to change?

- Transparency
- Action
- Positive action
- Accountability
- Separate black figures
- Unapologetic confrontation
- Specific funding
- White people reflect
- Outreach
- Pay transparency
- Pipeline for academics
- Set targets
- Make it a priority
- Meaningful inclusion
- Local EDI committees
- Dismantle hierarchy
- Publish
- Targeted scholarships
- Walk the talk
- Pay transparency
- Education
Why does the discussion go cold for gender pay gap for black women?

not enough black women at UCL to empathise with this
White FEMALE supremacy smaller numbers makes it personalised
no intersectionality  white feminism
White-Fragility awkwardness
Whiteness  non-importance
misogynoir  women
sexism confidence
unwillingness to engage undervalued
white privilege
misogyny
Prejudice  awkwardness
Missogyny  white women
Racism  Fragility
Misogyny  prevailing white feminism
bias
Racism
Lack of empathy
people don't understand intersectionality
Training imposter
Racism OK!
What solutions do you think we could have?

- Transparency
- Positive action
- Accountability
- Education funding
- Change
- Management transparency with data
- Quotas make mandatory in policy
- Management lead
- Empathy
- Shortlisting
effect
- Recognition
- Mentoring
- Management lead
- Education
- Top down
- Openness
- Visibility
- Public report
- Review
- Advocacy
- Recalibration
- Communication awareness
- Tackle racism
- Shortlisting
- Recruitment
- Policies
- Plan
- Openness
- Need audit of jobs
- HIRE MORE BLACK WOMEN

Wordcloud poll
How do you feel at the end of this event?

Informed and inspired, cautiously optimistic, enlightened, positively optimistic, enlightened, more aware, galvanized, more informed, more-to-do, educated, empowered, inspired, hopeful, more aware, excited, energized, educated, informed, encouraged, excited, more-to-do, shared experiences, impressed, motivated and inspired, knowledgeable, necessary, proud Victoria well done! This is the best meeting I have ever been to at UCL, underwhelmed, undervalued, emotionally undervalued, exposed, invigorated, impressed, motivated and inspired, keen for follow-up, motivated to educate myself and be a better ally, shared experiences, conscious.
It would be useful for us to get an idea of who we are speaking to, using ethnicity/race terms - how do you self-identify?