

Question text

	Upvotes	Status
What specific policies is UCL willing to change to increase the presence of black faculty?	101	Live
Why are there no black professionals on the UCL Senior Management team?	92	Live
There are 539 staff at UCL who earn above £100,000 . How many from BAME groups ?	78	Live
The exemption of professional services staff in this event and the discussions is disappointing	73	Live
Why is UCL still not brining outsourced staff inhouse? This is essentially creating a segregated workplace. https://tinyurl.com/yaz89txm	66	Live
When will we see Diversity at a senior leadership level?	60	Live
Do we know and can we know how many grievances based on racism are submitted to UCL annually?	55	Live
UCL has an obsession with getting their Athena Swan for gender equality, and pay no attention at all to the Race Equality Charter Agreement!	55	Live
Race expertise is not my burden but I am tired of explaining why things are racist to people who claim not to see it	51	Live
Professional services (typically minority ethnicity) do NOT have a framework for career development - 'Ways of working' is patronising. Anyone feel this way?	49	Live
Are there any professional services members of staff on the panel, or is this Town Hall only for academic staff?	47	Live
Inviting black people to have a 'seat at the table' implies white ownership of the table. We shouldnt have to be invited, the seat should have already been there	47	Live
WE NEED BLACK STUDENT SUPPORTERS AND COUNSELLORS, how am I supposed explain micro aggressions to a white student supporter?	42	Live
I believe the results of these polls are / could be skewed by the number of white people answering? we need opinions of black / non-white people	41	Live
what work is being done beyond the one off training for staff in professional services on unconcious bias in the recruitment process?	40	Live
There needs to be a clear discussion about how racism affects professional services staff specifically where there are often awful management practices.	40	Live
What is one action that allies can take to help to dismantle institutional racism in their own department at UCL?	37	Live
how will the out comes of this meeting reach the department heads that are absence from this meeting?	37	Live
UCL waited till the events in the USA to issue statement about the well-being and welfare of BAME staff at UCL? particularly as a result of covid-19 pandemic.	36	Live
How can we move away from the idea that our BAME staff are responsible for educating white colleagues about structural racism and microaggression?	36	Live
we speak on "covert" racism however this is very overt to black students and staff, it's only covert to the white standard	35	Live
Salary transparency from UCL would go a long way in starting to address these issues.	35	Live
Do you see how hard it is for us to talk about race. Theresa we understand!	32	Live
This is such an important event today - let's make a commitment to return to this conversation with regular events like this	31	Live
How will UCL continue to confront racism because it is wrong, and not purely for the purposes of Athena Swan and Race Equality charters?	31	Live
Ensure there is diversity in the recruitment and admissions processes at UCL otherwise racial bias will take precedence and exclude black students and staff	31	Live
With the incoming Provost with limited exposure to UK race issues, are the panel confident that the momentum initiated by Michael Arthur will be maintained	30	Live
Fabulous, Heidi. There is no such thing as unconscious bias. It is just a label used as an excuse for perpetuating white privilege.	29	Live
Could you please post the numbers that you just discussed around Black faculty and black student as a % of entire faculty and student body?	28	Live
Black women are an endangered species. Suffering from both sexism and racism.	28	Live
it is beyond difficult being the speaker for a whole race, do you know how nuts that is at the age of 21 and even younger	27	Live
The intersection of race and class is where things are truly depressing at UCL.	27	Live
Mandatory training in anti-racism for staff, especially line managers	27	Live
IJEOMA 4 PROVOST	27	Live
Is UCL willing to collect data to understand the racism that exists in the university in the long term?	26	Live
What can UCL do to tackle structural racism within the appointment process for academic staff?	26	Live
UCL cannot be a "global" university, when it's own members of staff are feeling excluded. What, exactly, makes it global?	26	Live
THOSE WHO FEEL IT, KNOW IT !! say it louder for the people in the back	26	Live
I work in CAM and don't believe there is BAME representation above grade 7. That's worrying esp as we are so central to the msg UCL puts out	25	Live
I love Ijeoma, she's so driven and it's brilliant. Not everyone can achieve this, ucl is so lucky to have her :-)	25	Live
We are told of policies (e.g.) anti-bullying, but not of any actual results or consequences of these policies so we can trust that they are achieving anything.	24	Live
UCL may be the 'global university' but it is in London, which is nearly 50% BAME. UCL MUST now reflect the demographic of the city is in.	24	Live
Is UCL willing to share raw data on BAME statistics?	23	Live
Loving egioma's energy and positivity	23	Live
Can we have a "Preventing Anti-Blackness Manager" please and by appointing someone with a lived experience? You had a Preventing sexual misconduct manager!	23	Live
Moderators, please could you release all questions? There are many waiting for review. They are all important, and need to be shared. Thank You	23	Live
To African staff and students – do you find that that people at UCL treat you like a representative for an entire continent?	22	Live
BAME females suffer two fold on the pay gap. Its exhausting. UCL refused to match my previous salary or even discuss a pay rise 2 years later. No support at all	22	Live
WHITE FRAGILITY !!! YES SPEAK ON IT !!!	21	Live

This should have been mandatory for line managers to attend!!	21 Live
next time please can we have the speakers names/roles displayed on screen?	21 Live
BAME staff are often excluded. The hierachies that exist between faculty and professional staff is UCL's downfall. It encourages division. Why these hierachies?	20 Live
Is that possible to give BAME group a chance to voice themselves regularly, freely and openly from today onwards?	20 Live
The burden is not ours as black people, as people of colour to educate white people.	20 Live
Give all new staff a copy of Why I'm no longer talking to white people about race, Reni Eddo-Lodge	20 Live
What was the number for black academics?	19 Live
Solution:Mentoring for black student by black members of staff at UCL	19 Live
had no idea Toyin was at UCL! The man is an Afrikan community legend! not sure people realise how deep he is in the game in the UK Afrikan liberation struggle!	19 Live
Instead of making staff complete generic 'diversity' training, provide mandatory face to face sessions on diversity, white privilege and white fragility.	19 Live
Better representation yes, however, there's no point improving representation by recruiting a Priti Patel or James Cleverly who will uphold current structures.	19 Live
even with the data racism remains an issue. why do we expect Black staff to fix a problem that wasnt created by them and pacify those who behave in racist ways	18 Live
Please bring all porter and cleaning contract staff into permanent UCL employment. This way we can develop them fully.	18 Live
I really hope UCL is listening right now, especially to Egioma! It would be disheartening to have this landmark event in UCL Town Hall's history and no changes!	18 Live
I am white. I just emailed the head of my division to ask what conversation is being had or is planned around the appalling lack of diversity and representation	18 Live
How do we educate those who are elite and privileged to understand what we are going through. I don't think that they are aware of the problems	18 Live
How many white faculty are attending this meeting? Ibrahim Kendi says "the heartbeat of racism historically has been denial...." Ijeoma touches on this.....	18 Live
White people need to understand their WHITENESS, their white privilege, white fragility and what it means for them to be white.	18 Live
THIS IS NOT THE END OF THE CONVERSATION - we need to have MANY more events like this	18 Live
How can allies help reduce the emotional burden often placed upon black staff and students at UCL?	17 Live
The UCL administers scholarship programs such as the CSC scholarships for high achieving Chinese Students, Where is the scholarship provision for Black Students	17 Live
UCL is too hierarchical	17 Live
There should be a Vice-Provost for Equality, Diversity and Inclusion on UCL senior management team. And a Black woman, ideally	17 Live
I've never heard of the Inclusive Advocacy Scheme. Been at UCL for 7 years without any mentor. This needs to be more mainstream.	17 Live
Will this be recorded and sent to line managers? They all need to hear this	17 Live
Will there be more ongoing conversations surrounding racism? As an educational institution, I have always found it odd that we don't engage in debates anymore.	16 Live
We have very visible LGBTQ+ network at UCL - stickers, allies training, UCL presence at Pride, etc. - Can we create similar initiatives and actions for race?	16 Live
ARE ALL OF THESE QUESTIONS GOING TO BE ANSWERED?	16 Live
It would be good for UCL to engage with BAME undergrads and secondary school students; explain and encourage academic jobs. Underrepresentation's at all levels!	16 Live
Solution: Improve 'unconscious' bias training. It is a check box exercise. People DO NOT currently take it seriously.	16 Live
We need to see more black students in postgraduate education but there a lack of a support and funding system in place to facilitate us.	16 Live
I think white staff (including me) need to get off their backsides much more and take on some of the burden of anti-racist work	16 Live
Agree w/ training for line managers - we're advised to speak to line managers if we've experienced racism; what if you don't feel comfortable talking to them?	16 Live
White colleagues need to ACCEPT that they have white privilege. They didnt ask for it in the same way that black people didn't ask to be oppressed	16 Live
Such a key point- real excellence is only possible with racial equality	15 Live
When might we see change in terms of better representation, diversity and inclusion (i.e. all under represented groups) at leadership levels across UCL?	15 Live
Hi Michael, Please can you release the questions that are waiting for review? so that people can vote on them. Thank You. Can you enable replies to questions?	15 Live
UCL PAYS BONUSSES????????? Am I only one who was told this was not the case?	15 Live
Solution:Allow black PS staff to raise into senior leadership.	15 Live
Covid-19 has and will disproportionately impact back people's lives, including some black staff. What is UCL doing to plan and protect vulnerable groups?	15 Live
IJEOMA FOR PROVOST!!!	15 Live
That last word cloud with WHITE at the centre is the perfect analogy for why racism exists within HE - everything is centred around whiteness	15 Live
the "BAME" toolkit that was issued for staff to be following in teaching, who is holding lecturers accountable to execute this?	14 Live
Why have UCL introduced the Recruitment specialist scheme but yet many areas do not adopt diverse recruitment panels.	14 Live
I didn't realise we could negotiate or salary!	14 Live
A fair working environment should mean no salary negotiation is required	14 Live
Having worked my boots for recognition and a better salary, I am now given the message that I am too ambitious.	14 Live
What was the figure for the black academics - we couldnt hear	14 Live
As a mixed race, I identify myself as black due to my African heritage but I am frowned upon by Black and White alike. Because I'm neither. Who defines my race?	14 Live
There are hypocrites within senior management team. Support one thing because it looks good for them but within their office they do the other.	14 Live

I sat in a meeting where the white male chair referred to non-white colleagues as 'coloured'. This was post George Floyd btw	14 Live
Can we have a poll question to know the audience background?	14 Live
Will the BAME Leadership programme be expanded so that more staff can join? This year not next year?	13 Live
I have a suggestion rather than a question, put your money where your mouth is! Establish a paid full-time position as "Director of Diversity Initiatives".	13 Live
UCL recruitment essentials training highlights that UCL would like to increase BAME staff in support roles. Are we not good enough to be leaders?	13 Live
Galton and Pearson names being removed = great, but can a UCL building be named after e.g. the first black professor at UCL, to redress the big imbalance?	13 Live
Yes it shouldn't be our burden but sometimes this takes time and effort especially when creating initiatives. We are still struggling to progress in our careers	13 Live
solution every black Professional service staff has access to secondment opportunities at a higher grade as part of their personal development	13 Live
LOVE the meat-eater training to be vegetarian example!!!!	13 Live
Will the new UCL East campus in Newham (70% BAME residents) be any better or different?	13 Live
Give all White staff a copy of White Fragility by Robin DiAngelo	13 Live
I think we need to still remember that it took cold blood death to get us to the point of a BLM town hall...	13 Live
Invite Reni Eddo-Lodge and Robin DiAngelo as guest speakers	13 Live
Victoria, i feel your fire to fight and lead change and it is inspiring. But to all the panel members, your honesty and valuable contribution has been amazing	13 Live
Do you think UCL has sufficient positive engagement with Africa in light of its supposedly global approach?	12 Live
Will the Leadership commit to releasing an anti-racism statement, akin to the modern day slavery statement we are legally required to publish and update yearly?	12 Live
How can black people be represented when there aren't even enough black staff???	12 Live
My department has 0 black staff	12 Live
Solution - ensure every black academic/ teaching fellow has a robust development plan and suitable mentor if needed. We can do this as there is so few of us	12 Live
When will the ethnicity pay gap be addressed? Can we have agree action to be taken on this? This seems a relatively easy issue to address?	12 Live
FOLLOW THE BLOODCLART MONEY YUURRRRR	12 Live
there are bonuses at UCL?!	12 Live
Is it true that a higher percentage of BAME staff get reprimanded about their tone, attitude, behaviour, etc?	12 Live
Such a good comment by Ijeoma about factoring in EDI objectives into our resource allocation	12 Live
End Casualisation. It creates employment ghettos that affect black people too much.	12 Live
My department has said that having a BAME person on every interview panel is something to be worked on and isn't mandatory. Its 2020	12 Live
make positive action policy/mandatory	12 Live
It is devastating that the majority of our community feel the need to remain anonymous as they ask questions. Speaks volumes.	12 Live
BAME staff are often excluded. The hierachies that exist between faculty and professional staff is UCL's downfall. It encourages division.	11 Live
This session is showing me how white my whole 11 post-PhD years has been. This is across 7 institutions	11 Live
Ijeoma got it spot on. Nobody is comfortable in that environment	11 Live
I have had a white (academic) colleague ask me why she can't use the N word!	11 Live
UCL refused to match my salary when I was offered the job. 2 years into employment I was refused a pay rise to bring me back in line with where it should be.	11 Live
Absolutely - need more transparency! The numbers need to speak for themselves	11 Live
I agree with Ijeoma's recommendation to "follow the money"	11 Live
When will UCL move from talk to action?	11 Live
Because GENDER PAY gap is about White women	11 Live
(YES!) IJEOMA 4 PROVOST	11 Live
My white colleagues are more confident than I have ever been to negotiate their salary or a pay rise. I feel I've had to do more to prove myself.	10 Live
It's interesting that a guess at staff numbers is immediately met with the query, 'Does it include contracted staff?', reiterating the institutional inequality.	10 Live
Something needs to be done to change the mindset of 'gate-keeping managers' who control staff access to training and development	10 Live
Can you please release comments that held for review? Some of them are almost 30 minutes old and need to be shared. Thank you	10 Live
I would like to see UCL stop expanding and focus resources on investing in proper systems of support, eg pay PGAs, security, cleaners; funding PhD students.	10 Live
👏👏👏 Hedi nailed it	10 Live
UCL has an incredible institutional platform, and yet senior management remain cautious, conservative, and reactive – rather than setting a progressive example.	10 Live
What is UCL doing to ensure BAME recruitment efforts (proactive & metrics) are taken seriously with accountability for programmes at Department & faculty level?	10 Live
EDI department is run by white middle class people here	10 Live
Please don't call the PM "Boris". He is not our friend!	10 Live
We need the voices of all black people. The opinions and experiences of a grade 5 black person are just as valid and may differ from a grade 10 black person.	10 Live
IJEOOMMAAAAAA ❤️❤️❤️❤️	10 Live

Glad Michael is speaking about him being embarrassed. Let that embarrassment give way to remorse, conviction and change!	10 Live
absolutely agree about cliques. especially at senior levels. and there is an element of which clique you belong to which shapes ones career progression	9 Live
ucl has numerous resources and is the "global" university, USE THAT	9 Live
I have been told that I can't go up a grade as I do not manage anyone despite others in my department being on the grade above me also not managing anyone.	9 Live
It's hard to negotiate your salary confidently when you've been made to feel like getting the job is a 'favour'	9 Live
Sometimes pay is brought up in interviews; you may fear for your offer is at risk to negotiate	9 Live
More white ps staff are put forward for extra increments and regraded than black - fact	9 Live
And 1% of people here thought there wasn't racism at UCL!	9 Live
More support to coach and inform black staff about opportunities and progress could be offered	9 Live
the learning environment needs to be more diverse, I went to a predominately white school being the one black girl makes you feel so lonely	9 Live
Make Decolonisation of the curriculum mandatory identify those areas that Choose not to do this look at the staff demographic and put in place an action	9 Live
White saviour complex in response to being called out is the norm. Work then done by black staff. Tired.	9 Live
That is spot on. How do you create an action plan when you don't understand the struggles faced by black people? All performative	9 Live
Solution all black academics/ teaching fellows who have reached grade 9 should be on a focused plan with suitable opportunities to make it to grade 10 Prof	9 Live
is there a black union or support group at UCL?	9 Live
Hi I find that sometimes there is one rule for certain people and another rule for other people.	9 Live
What pipelines do UCL have in place to recruit UG/PG students from the local community to tap in on Black and minority excellence that exists in our city.	9 Live
I agree ljeoma that change is everyone's responsibility, but until there is a major alteration to the structure of the system from above, this will never work	9 Live
I would like to see the ethnicity stats for professional services at management level.	9 Live
EDI in my department does not work, it is a tick boxing machine. What can I do?	9 Live
i have not come across the sarah parker raymond centre, i take responsibility to find out more, but why has this centre not been more in UCL news!	9 Live
Unless managers are made to account for the actions that they take/taken regarding equality & diversity, nothing will happen!	9 Live
best meeting at UCL I have ever attended	9 Live
All of the poll questions need to be directed to black and black identifying staff only for the data to be clear/accurate.	9 Live
Why has UCL waited for the BLM movement to address the issue of racism?	8 Live
Why are black people responsible for fixing a problem that was created by the white standard?	8 Live
I didn't know either that we could negotiate the salary.	8 Live
I did negotiate my salary - but I feel my ability to do this with any confidence was because I am a White male	8 Live
You don't usually know what others are being paid, so even when you ask for a fair salary there is no way to know what others are getting	8 Live
Retaining BAME staff (and female staff) is always going to be difficult without pay parity. Transparency and appropriate salaries are crucial.	8 Live
i want to see the fair recruitment initiative as mandatory	8 Live
Disappointed to see no Provost in attendance given the announcement of the event has his signature	8 Live
Please ask the panel what the provost is planning to do after this town hall meeting? Is this just for show, or does he plan to make real changes?	8 Live
Please can we have a list of the speakers, a list of questions asked, poll responses and the data given following the town hall so we can share this with teams?	8 Live
Ijeoma for Provost!	8 Live
Thank you Victoria for chairing this	8 Live
Really interesting about the funding structures. What are the main funders doing on this??	7 Live
How would you address racism experienced by other black people (apart from those of African Heritage) in this Town Hall event ?	7 Live
Yes!! It is so cliquey	7 Live
I don't think that the Slido approach is useful - encourages buzzwords rather than in-depth interrogation of these ideas/themes	7 Live
Salary structures are rigid for ps staff and where there is a process for reward and pay recognition I feel ignored by my senior team	7 Live
I am confident in negotiating my salary but the issue in general, but there are excuses regarding budgets. The budget doesn't seem to affect non-black staff.	7 Live
Space for open conversation without fear of being labelled	7 Live
Are any of the key speakers professional services staff?	7 Live
Solution:(1)Give black postgrad wanting to go into academia the opportunity to do so through additional funding. I was refused 2roles due to white counterparts.	7 Live
We get bonuses?	7 Live
Appointment panels - this is MASSIVE	7 Live
what is the transparency around data on individuals at UCL, who have been involved in a disciplinary procedure for racist behaviour	7 Live
In my field (biophysics of single molecules), I've never had an application from a black person, & I'm not aware of any in the field. What can be done?	7 Live
speaking out about Racism etc, 'marks your card' so to speak. This current climate has only just opened the door but...when this window closes...what next?	7 Live

This discussion should perhaps be followed up by more sessions to press on these matters and also to document any progress made!	7 Live
Independent third party review and re-numeration for affected colleagues	7 Live
Policies are well and good for performative sake but implementation is dependent on your line manager who may not support career progression	7 Live
A system that bypasses layers of management and goes straight to the Provost is required for implementing new ideas around this subject.	7 Live
Agree with Toyin change takes time requires making people uncomfortable but change needs to be sustainable and embedded so as to unlearn the systemic racism	7 Live
You cannot look at discrimination without intersectionality! This is the issue with Athena SWAN	7 Live
Why should this not be a more regular discussion? For example a repeat and follow-up on this next year (at the latest)	7 Live
Thank you to the Panel. We are so lucky to have Paul Gilroy at UCL now!	7 Live
support for Black staff when they get into senior roles as it is often a lonely place	7 Live
Beware of box ticking exercises, make managers accountable for their individual performance in taking positive actions to close any racial pay gaps	7 Live
Please join the Race Matters teams group if you are a staff member of colour! There will be another forum for us coming up	7 Live
Victoria's reaction at the end was priceless - it is time for black people to breathe here at UCL and around the world!	7 Live
Will the initial statement be re-issued or does UCL's public stance on the matter continue to be centred on BAME?	6 Live
How can we move away from the idea that our BAME staff are responsible for educating white colleagues about structural racism and microaggression?	6 Live
My lecturer has used the n word	6 Live
Will there be any training rolled out for line managers on supporting BAME staff in your team? I am yet to be asked if I am ok.	6 Live
UCL has recently appointed ,in January, a Dean's wife (white) to grade 9 position without any JD or recruitment process. How do we expect any change?	6 Live
As a black person, it sometimes feels as if you have to take what you're given and don't complain otherwise...	6 Live
Because of lack of transparency I can't answer the question	6 Live
White UCL members of staff don't believe racism is an issue at UCL. They should be here learning, instead of us talking into a void	6 Live
What proportion of black staff are in precarious work?	6 Live
As a masters student I am the only black person I have seen in my department	6 Live
More Black staff on recruitment panels	6 Live
Ijeoma is so spot on - as usual!	6 Live
YES. Talk about WHITE PRIVILEGE!	6 Live
Unconscious bias employment training is v tokenistic, how can this really address deeply embedded racial profiling in decision making. More accountability needed	6 Live
Regarding mainstreaming, could education about bias training be embedded in all UGT and PGT courses?	6 Live
What happened to the training lead by Tank Green in relation to teaching white senior leaders at UCL about being an ally and combating white fragility?	6 Live
We need to stop highlighting the perception of a lack of professional services staff on the panel. As a PS member of staff, that is not the priority here	6 Live
We have training for BAME staff to develop them BUT we need to provide REAL opportunities for people to put their skills/learning to use	6 Live
Please ask the Professional Service Staff present questions so they can speak from their lived experience!	6 Live
I'm tired of people wanting to listen. The time for action is now!!!!	6 Live
Who checks on the effectiveness of outreach programmes at UCL?	6 Live
What do I say to my white colleague who says I do not feel I have any privilege? I'm not rich! I've had to strive for everything I have and still struggling.	6 Live
Perhaps white staff members could voluntarily share their salary with black incoming staff members so as to provide transparency	6 Live
It is policy to appoint at the lowest increment but this 'could' change!?	6 Live
The most disrespected person is a black woman	6 Live
I decided against a PhD because I knew I wouldn't get funding as a black woman. My professional career had already been fraught with too much racism/sexism.	6 Live
White managers (who want to be allies) might be afraid of using Positive Action. Educate and support - it shouldn't require any thought. Just use it.	6 Live
the last two polls had "white" and "hopeful" as the main outcomes - what do black staff and students feel?	6 Live
(Digital inequality, here: bandwidth and devices)	5 Live
As a black person, I appreciate the talk surround BLM and BAME staff/students. But an important part of BAME is the ME and they should have a voice here too	5 Live
there are only 4 non whites in my department, what does that say?	5 Live
I am extremely uncomfortable that the Institute I work in, ALL the cleaning staff are black.	5 Live
a lot of this salary discussion is failure of gender equality	5 Live
I can see this between academics as there is a greater lack of transparency on pay but would be interesting to see how this affects professional services	5 Live
Four times is absolutely ridiculous. How can this kind of disparity be addressed?	5 Live
White colleagues with less experience and qualifications are getting promoted because of who they know in UCL. Some posts are not beign widely advertised.	5 Live
When we talk, or try to stand up for ourselves, or injustice, we are told we are aggressive. When we are the victim	5 Live
There is a whole section of UCL workers that are ignored and dehumanised by the focus on academic staff.	5 Live

Solution - Line managers need to take accountability. The issues of their staff are THEIR issues too.	5 Live
who get's bonuses....?	5 Live
It is painful seeing the injustices and being dismissed and ignored so frequently. I love my job, but it hurts as well. I do think about leaving sometimes.	5 Live
That's it..... White people feel they have a sense of entitlement!!	5 Live
What is UCL doing beyond a simple Black Lives Matter statement or a social media post?	5 Live
Some people do not understand the problem because they have never been faced with it.	5 Live
The people who are supposed to help, have their own biases, and their perception of themselves as non-racist, is more important to them than helping you.	5 Live
What signposting is offered to support all staff to deal with racism?	5 Live
UCL needs to move the conversation forward from diversity to representation.	5 Live
Can someone say the names of the people in the panel? I missed the introductions :(5 Live
Students and staff put forward for media interviews tend to be white. Where's the representation for BAME?	5 Live
UK racism is tied to the Western imperialist power dynamic so therefore....what is the actual incentive for reform at UCL?	5 Live
YES. Someone literally made a sexist comment after a full day of unconscious bias training because there was no buy in - it was completely a tick box exercise	5 Live
There is a recruitment freeze. There is going to be high focus upon internal only recruitment for many posts and increased secondment. 'opportunity'?	5 Live
a proper action plan with a well-defined timetable is needed. It also needs to be proactive, no one should need to die for people to start acting	5 Live
POSTIVE ACTION....this should be the takeaway from today	5 Live
Glad to see Paul Gilroy on the panel!! "Ain't No Black in the Union Jack" a classic and essential read	5 Live
Thank you Victoria for running this Town Hall and thank you to all the panel- you've been so insightful - I hope it's the first of many that will lead to ACTION	5 Live
How many white people are taking part in the polls? I agree with someone else's point that they might be skewing poll results	5 Live
ok please everyone look at the poll.. that tells you everything you need to know about ucl	5 Live
Can UCL release the data? How effective has WP been in the recruitment of BAME?	5 Live
Fantastic facilitation Victoria! What a slick event. More please	5 Live
Thank you Victoria and the rest of the panel, Michael, Ijeoma, Paul... - a very empowering session. Let's keep on moving forward...	5 Live
The new provost will have a very different view on race being Australian - what's going to be done to ensure he understands what we go through in Britain?	5 Live
All managers needed to have been on this call.	5 Live
As Michael Arthur will be shortly stepping down within the next year, how will his legacy continue for the BLM?	5 Live
Will a recording of this event be made available to all UCL staff/students afterwards?	4 Live
Inequalities and discrimination against academic BAME and professional services BAME is not the same. Do you think having one PS member of staff is enough?	4 Live
The Race Equality Champion is a white person. Would it not be more fitting to appoint a person of colour with lived experience rather than a white ally?	4 Live
When will we be recognised for achievements and considered for advancement in PS careers rather than having to ask?	4 Live
How will we ensure that our response to the Covid crisis does not make the situation for our BAME staff and students worse.	4 Live
I answered No to being burdened because I'm white.	4 Live
Minimising the emotional burden on BAME colleagues and students requires elevating the consciousness of everyone at UCL- this has to be approached systemically	4 Live
Negotiating the salary is not the problem; is having that negotiation accepted as a black staff. Your line manager feels you need 'something to proof' first.	4 Live
For professional service staff , management reluctant to pay more .	4 Live
As a researcher, I don't think I can negotiate my salary and also dependent of what funding was available.	4 Live
The problem is that many of us come to internalize our own inferiority; structural racism undermines self-esteem.	4 Live
The only reason I ask for a higher salary is because my dad has instilled this into me. I always ask for a higher salary	4 Live
There is belief that an employer should only offer the basic level of pay, regardless of your experience or what you were previously paid. Its insulting!	4 Live
UCL needs to audit whether every staff member is paid less than a white male comparator	4 Live
PS staff's qualifications and experience are undervalued by senior management , negotiating pay rises is made extremely difficult by the processes involved.	4 Live
What is going to be done about this disparity???	4 Live
Positive action - recruitment wherever underrepresentation	4 Live
There a very clear distinction at UCL support staff , porters , cleaners, security, hospitality are mainly BAME and academic staff are predominantly white. Why?	4 Live
Bonuses?	4 Live
Do we know the BME split amongst PS / Academics / Research?	4 Live
I really love Ijeoma's speech. So empowering. Thank you Ijeoma	4 Live
With BAME is there a difference in pay based on gender	4 Live
Unconscious bias training give people a license to make their bias conscious. Rather cultural or justice training mandatory before a promotion into senior roles	4 Live
need to work with high school heads to make sure they are showcasing and encouraging their black students, not just the white kids	4 Live

The VC of Univ of West Indies spoke in London and urged that black young people apply to STEM subjects and science in general.	4 Live
Do you think there is value in exploring what support could be garnered from the alumni community? Eg mentoring for black students to get into UCL and succeed	4 Live
Racism by definition is a power dynamic. UCL does want to be seen as a Global university but it is a English institution which helps to perpetuate Uk racism	4 Live
The paid EDI positions in my department is all white. How does this make sense?	4 Live
I think there needs to be ongoing and regular training sessions that actually educates people on the complex dynamics of Race and Equality	4 Live
Professional staff MADE to justify their worth on daily basis - let alone justify a pay raise. 'You MAY get a pay rise based on your development over the year'	4 Live
This is the moment we need to take it. We need to organize and demand action is taken and we need to be up close and present in these concepts being implemented	4 Live
Department heads should regularly report and be transparent	4 Live
Have worked in roles where my white counterparts are discreetly promoted and paid more. They do less but get more.	4 Live
Why is Race Matters@UCL twitter no longer active	4 Live
You are automatically thought to be less capable if you aren't white. It happens every time. And then you have to 'work twice as hard' like my mamma says.	4 Live
Unless something is put down in UCL Policy, no departments / hiring managers are going to follow!	4 Live
Excellent facilitation Victoria!!	4 Live
Great to See Professor Gilroy and hope that his role gets more prominence!!!	4 Live
One for recruitment. Why state you want applications from women/BAME and then NEVER hire them?	4 Live
Senior leadership within faculties are white staff who hold authority for addressing some of these issues. BAME staff have little confidence in these people	4 Live
y'all need to open you wallets, i'm tired of all this talk	4 Live
Glad to hear the provost talking about the need to educate all Brits about the history of slavery and colonialism - would support active initiatives to do this	4 Live
We weren't taught it either in our schooling, we had to find and learn our own history	4 Live
Michael Arthur is not embarrassed - he has been asked over and over to bring the outsourced workers in house	4 Live
How is it possible that you don't know about the colonial past?	4 Live
How do I join the Race Matters MS Teams group?	4 Live
Can we have Ijeoma as the next Provost please?	4 Live
EDI need to go over the departments and hidden departments with a fine tooth comb.	4 Live
Where are the grade 9 and 10 black women in UCL? Transparency please?	4 Live
this was the best meeting I have ever been to at UCL. Been here since 2014, and trying to have these difficult conversations that whole time.	4 Live
Next time ensure poll answers split by race, or separate polls for different races	4 Live
Can we please define racism?	3 Live
Are we committed to resourcing the RECM plans despite constraints due to COVID eg the roles reqd to deliver plans? How is this msg being cascaded throughout UCL?	3 Live
wonderful point about the relationship between a competitive culture and a lack of diversity and instances of racism	3 Live
How many of you were laughed at when pointing racist situations?	3 Live
Is there a designated person who students and staff can approach to discuss incidents of racism within UCL? Is there any plan to have this support mechanism?	3 Live
Does organisational development consult black staff when developing these leadership schemes?	3 Live
Why is there an assumption that Black staff are not educated enough to be leaders, always working with Black staff from a deficit rather than a benefit	3 Live
Blue Eye - Brown Eyes Experiment - Jane Elliot (An eye opener to white privilege and understanding the burden that minorities feel) Recommend a watch.	3 Live
There's lots of examples of non-black people trying to help but were tone-deaf; but it shouldn't be black people alone. Solution finding should be shared	3 Live
I was started on role on my base salary even though my experience proved otherwise	3 Live
I put that "I wasn't aware", but only because I don't have the info. I strongly believe there is one, but couldn't prove it...	3 Live
I wasn't at first, however, I am now learning to negotiate my pay when accepting a new role. My friend told me to demand what I'm worth. know you're worth!!	3 Live
Imposter syndrome is so real for us!!	3 Live
I always tried to negotiate but ALWAYS ALWAYS been told it is UCL policy to start from bottom of scale and the max departments do is to give 1 or 2 points extra	3 Live
My job spec stated a minimum BSc and desirable MSc yet the role is purely administrative and a waste of both degrees that I have fo such a low salary.	3 Live
I'm in shock, didn't realise it was that low.	3 Live
The problem is that the UCL policy says salary should start at the bottom of the scale and this gives department the excuse not to increase any points.	3 Live
I really agree with Toyin that we need to end the practices of precarious labour - this would be indirectly anti-racist because so many such workers are BAME	3 Live
Greater transparency throughout all processes - hiring, how academic groups are formed, mentoring/ buddying	3 Live
Inappropriate behaviour is not being addressed because the process is so bad. Reporting an issue to then see people dancing around the issue is demoralising	3 Live
I find it incredibly tiring that I have to seek out support groups/resources - these should be highlighted to all new starters	3 Live
Solution- Managers actively supporting BAME mentoring schemes for staff and students	3 Live
There are NO black people in my department	3 Live

How do Professional Services staff negotiate salary? 3 Live

It is very disheartening to see the inequalities and the cliques 3 Live

Too much responsibility to make impossible crucial decisions is trickled down to departments instead of coming from the top 3 Live

Unconscious Bias training does exist and Professional Services staff were encouraged to attend 3 Live

What impact have all the unconscious bias training had? studies show very little impact yet university management and HR management continue to push it 3 Live

I think it's really important to pay for the equality and diversity work done on top of their jobs. That work is always free labour 3 Live

Regarding "training" for anti-racism we need to make sure it is understood more as conversation and education, as "training" can be seen as a ticking exercise. 3 Live

Solutions: Managers need to understand that their main job is to make it as easy as possible for their staff to succeed in both their immediate work and career. 3 Live

Unconscious bias employment training is very tokenistic, how can this really address deeply embedded racial profiling in decision making. More accountability needed 3 Live

I agree with Jeoma about taking responsibility (which is emotionally draining!) But we need to start that movement and get more people understanding. 3 Live

People should join and get active in the Trade Unions UCU & UNISON 3 Live

A lot of the racism we experience stems from stereotypes that surround black people. How is UCL working to dismantle these stereotypes? 3 Live

[To moderator: Why my comments are still waiting to be reviewed? Is there a long waiting list?] 3 Live

Buddy-up BAME PhD students with other that have lived a privileged existence. They need to be given the same information! 3 Live

Could there be more historical lessons learned about UK racism at UCL? 3 Live

Some grade 9s/10's reluctant (no interest) to participate in the inclusive advocacy scheme. 3 Live

We also have to address intersectionality. Disability, gender, and other prejudices on top of racial bias add friction to the career progression of BAME staff. 3 Live

Every decision-making group meeting I've been in has been 99% white with me making up the 1% as a black person. Therein lies the problem. 3 Live

ABOLISH BAME 3 Live

totally agree with the comment about focussing on MANAGEMENT - which is something that transcends institutional racism, is institutional patriarchy and classism 3 Live

change the power structure, if you are in power, then you dictate the structure 3 Live

Unless something is put down in UCL Policy, no departments / hiring managers are going to follow! 3 Live

White ppl feel nervous about saying the wrong thing during dialogue about anti-racism. Fear of saying the wrong thing. 3 Live

I would like to see education about what microaggressions are. Why do people feel it ok to touch my hair? People in lifts, like I won't notice 3 Live

JEOMA PREACHHHHH!!!!!!! 3 Live

What about or black LGBT+ representation? 3 Live

Positive steps such as changing building names related to Eugenic and white supremacy, open conversations need to be had on lack of diversity above grade 6 @UCL 3 Live

We need follow up meetings in the town hall! We need to know that action is really being taken 3 Live

And white is the main one? jokes 3 Live

What concrete strategies will the provost take forward following this discussion? 3 Live

This is good, but it is also so shocking that it has taken so long to get here (which is just the beginning of the start) 3 Live

Wonderful facilitation by Victoria. Inspiring contributions from all panelists. 3 Live

more than chasing the black candidate who may present themselves for jobs here, can't we head hunt? increase numbers and representation? something 3 Live

Where are the grade 9 and 10 black women in UCL. Transparency please? 3 Live

Re: recognition of volunteering on EDI steering groups - there is no workload allocation for professional services staff 3 Live

Appraisals, why is it that Academic staff appraisals are reflected around their pay and promotion, when do professional services staff have this opportunity? 3 Live

I've noticed that black staff do not move upwards at UCL but stay for many years at the same grade they started at despite working hard and trying to progress 3 Live

What is UCL doing to monitor and remedy grade promotion and mobility for BAME staff (some1 mentioned sitting on same grade for many years while others move up) 3 Live

Heidi's word is great 2 Live

Heidi is spot on - thank you for being honest. The excellence you are talking about is impossible when there is exclusion 2 Live

Wondering why there are no professional services nor non-native speakers representatives amongst the panel? 2 Live

I agree with Heidi. That's the word that came to my mind Q2, but I ran out of time. 2 Live

How will UCL fight to ensure inclusion for black students in postgraduate education? 2 Live

The polls are closing too quickly 2 Live

In a previous role, I used to have to speak on behalf of peers, sometimes at my own detriment 2 Live

I think this is a great start for making change happen. Can we also think about accountability, where is this needed at UCL and what could that look like? 2 Live

White people need to do this work it needs to be expected 2 Live

Why is my question of having one PS member of staff still awaiting review? All questions are relevant and again, this seems dismissive of PS staff.. 2 Live

Where are the rest of the questions? Moving too fast to answer them 2 Live

I can see that there are very few black people in senior management team at the very top at UCL. 2 Live

Why are people afraid to speak about race when they are not the minority	2 Live
Please put up the first 2 questions again!	2 Live
When I talk about my race and struggle the question often switches to gender, lgbtq etc	2 Live
I feel a distinct lack of discussions about race. I raise them because if I didn't, they wouldn't be spoken about at all.	2 Live
We already know that there's a problem. Why isn't Provost Michael Arthur on this panel talking about solutions and their implementation?	2 Live
There is the need to address that black professional service members of staff also need access to training into senior leadership. currently it's not the case	2 Live
Guilt is a useless emotion, that centres the guilty party as the person we should be concerned about. White guilt is equally useless it erases black experiences	2 Live
It is assumed that I am the receptionist or a secretary - why?	2 Live
Agree, professional services staff should be included. Labor issues and race issues are not unrelated.	2 Live
When we talk about institutional racism, who from that institution must be held accountable? Because "the institution" as an entity can be quite vague.	2 Live
I feel confident negotiating my salary, as I know, I'm likely to be screwed over from the outset, because I'm black.	2 Live
difficult as we have salary grade bands	2 Live
for professional services the salary question is a moot point.	2 Live
It seems like it's impossible to negotiate once you're in a job. Your one chance is when you come in at the beginning...	2 Live
I feel that there is a complete lack of acknowledgment of white privilege, particularly at the more senior levels. White men think its a meritocracy - it's not	2 Live
ive attended 10 job interviews at ucl this year, have not been successful and no negative feedback	2 Live
information about salary negotiation is non consistent across dept, and i have witnessed a new colleague being lied to about why she couldn't not negotiate hers	2 Live
as a white chairing many appointments panels over the years, until recently I had never known a chap not to negotiate or a woman to negotiate.	2 Live
The question asked requires you to know the comparator. So how is the question to be answered	2 Live
Salary is not in line with the size of my current responsibilities - its not fair and right	2 Live
I agree. Professional services are often forgotten. We are seen as the support aka the help.	2 Live
I had a colleague who left for another university who left because her boss (who claimed to be a "mentor") wouldn't support her promotion.	2 Live
How do we encourage black students to be academics, when there are so few role models? Those we have are superb, but this is not visible around the campus	2 Live
do not be afraid to challenge people	2 Live
In terms of learning, more examples from other continents other than the African continent needs to be used	2 Live
genuine celebration of difference; positive action senior recruitment; intersectional support;	2 Live
Black staff can't break through the established cliques in departments	2 Live
How many BAME staff are there in the Professional Services Leadership Team? I suspect none.	2 Live
But no one from the outsourced staff! Porters mentioned but not represented!	2 Live
UCL introduced Fair Recruitment Specialists to do shortlisting and interview panels. Often they are only used at interview stage, should be included all stages.	2 Live
what can students do to create solutions	2 Live
I want to see budget and support for recruitment diversity - advertising vacancies in a way that reach communities, rewriting job descriptions to be inclusive	2 Live
There is no representation of BAME individuals in senior positions within my professional services department.	2 Live
Not sure if this is even possible - but would UCL and other institutions receiving funding have leverage to pressure funding agencies to be more inclusive?	2 Live
Heidi, you are talking it how it is!	2 Live
Solution: Ensure that interview panels are held accountable for not carrying out ' positive action'.	2 Live
Unconscious Bias training is available for PS. However there's still a gap in being trained and acting on that training.	2 Live
Just organise a privilege march among staff... That will be telling...	2 Live
Re: q on pipelines to recruit UG students. Widening participation activity across UCL aims to raise attainment & support young ppl frm underrepresented groups.	2 Live
Disappointed to see no Provost in attendance given the announcement of the event has his signature	2 Answered
In one of the departments at UCL where I previously worked in, treatment to people under the same protected characteristic varied hugely.	2 Live
Hold white privilege accountable. Even here: Black people talking, the white provost only listening, that speaks of the hierarchy already.	2 Live
if there are any areas where there there is a lack of Black staff or students look at where you advertise, who is black in your network, widening participation	2 Live
What methods will UCL take to implement practices of care to aid positive changes to the environment for Black students and staff?	2 Live
Could we have open days / career bites to encourage people in the community to consider the wide range of roles there are within prof services. Even within UCL	2 Live
Departments should organize privilege marches among staff. This would make all inequalities very visible.	2 Live
I do not have a degree, it took me so long to get a permanent role. The role does need to be regraded this may go against me. May recruit someone more qualified	2 Live
A space is required for students to chat and dismantle the different 'cliques' and allow allyship and informal communication outside of an academic setting	2 Live
Equity rather than equality is needed. the expectation that Black people must continue to beg for the right to be at the table is galling	2 Live
but there are SO many cases of equivalent work and unequal pay also	2 Live

EDI concentrate where greatest gap & need for action	2 Live
So proud to work with Marcia Jacks at IFWH who came up with the Inclusive Advocacy scheme at UCL	2 Live
We need a plan, we need milestones and we need public reviews	2 Live
How diverse are staff who lead outreach programmes/departments at UCL?	2 Live
I hope top management is listening to this	2 Live
BAME, POC and other terminology are not specific terminology necessary for people of Afrikan and Afrikan West Indian backgrounds	2 Live
action needs to be linked to financial resources and transparency	2 Live
We can learn alot looking at South Africa and how they have and still address the disparity in the workplace for black people post apartheid with the BEE scheme	2 Live
Heidi I think I love you you are a hero. Love everything you are saying	2 Live
Solution: Unconscious bias training be FACE TO FACE.	2 Live
Unfortunately there are so many barriers that PS staff have to negotiate and this sadly becomes harder when we bring in race/ being Black.	2 Live
publish the figures	2 Live
Release the figures (not just percentages), I want to see the numbers!!	2 Live
What will happens to our questions?	2 Live
As a BAME group, we need to sign a petition that we do not mind being identified. Just struggling with GDPR issue with our departmental race survey	2 Live
This is a good event but feels panel heavy due to the platform we are using	2 Live
Whats the Link between The Sarah Parker Reedman Centre and making Inclusive Curriculum and decolonising the curriculum	2 Live
Thank you Marcia!!	2 Live
We have a new provost!!!!!!	2 Live
have there been studies on experiences of BAME into jobs post-UCL?	2 Live
Agree to quota for BAME staff at higher level - this will positively attract BAME to apply for senior roles	2 Live
Don't just revisit 'it'. This is not an academic exercise!	2 Live
The provost's backdrop has two white individuals in it. Whilst I think ANY people in that is somewhat accidental, there is a super simple thing to change...	2 Live
Suggest promotion for BAME staff rather than putting through BAME talents to go through recruitment with external candidates again, giving department excuse	2 Live
Clearly has no idea	2 Live
I like Michael Arthur's honesty	2 Live
This is talk and no commitment to actual action	2 Live
Just beware not all PoC are allies. Look at Priti Patel. Installing more brown faces isn't always the solution. They need to be accountable.	2 Live
Hopefully the new Provost will have the same passion,	2 Live
A comment, not a question - such an important event, thank you to Victoria and everyone who organised it and spoke so frankly	2 Live
Please make sure that the new Provost put this on his priority list!	2 Live
Thank you, Victoria, everyone on the panel, and behind the scenes for putting this together.	2 Live
Thank you so much for putting this on - a remarkable town hall. One of the most meaningful meetings I have ever attended. Please will you release a recording?	2 Live
Career development should be a continuous discussion between staff and managers. It should not be a surprise that staff are interested in gaining opportunities	2 Live
If UCL is serious about taking action to give BME staff equality the catering, security and cleaning staff need to be brought in-house asap.	2 Live
Re: promotion for PS staff. There is no equivalent of the academic framework, promotion for PS staff at top of grade requires applying for a new vacancy	2 Live
UCL's culture needs to become less clique (centred on whiteness) and more about empowering diversity. Depart./faculty need to address their BAME equity deficit	2 Live
Can the data on ethnicity pay gap be disaggregated base on race? Can't fix a problem if don't know how bad it is	2 Live
Why is my professor still not Black?	1 Archived
I think that it does not reflect well on UCL that there are very few ethnic minority professional services staff at the senior grades.	1 Archived
I would like to tell you about a UCL manager that is always trying to water down efforts to achieve race equality at UCL (e.g. deflecting to gender equality).	1 Archived
Can someone introduce Michael please? Ok! I didn't want you to be made anonymous, but I support your preference. Thanks for answering.	1 Live
How does UCL maintain it's history and tradition yet increase diversity, inclusion and progression?	1 Live
Are outsourced workers in the UCL community (predominantly BAME) considered 'staff' in discussions like these? Or are they ignored like their chosen reps?	1 Live
It is not just about Black community, but also Asian and other minority communities.	1 Live
Recent decisions about recruitment freezes is having a disproportionately detrimental impact on our black professional services staff - workload stress!	1 Live
Is there an environment where black students can communicate their experiences with racism in their department?	1 Live
there is a lack of communication and inclusivity, within some departments.	1 Live
please can this be recorded?	1 Live
yes, this is everyone's problem and everyone benefits from it being put right	1 Live

Yes! As a team, we were asked to diversify our curriculums with no support/guidance or time to do so.	1 Live
its hard to know when what you are experiencing is actually racist. leaves you a bit paranoid	1 Live
Theses issue of race, etc. are even more problematic in departments where these are actual topics analysed... but not reflecting on their own practices....	1 Live
not able to vote on some of the questions	1 Live
my progression slowed down as soon as i became a manager	1 Live
I'm Professional services, I'm not sure they were exempted	1 Live
A lot of the racism we experience stems from stereotypes that surround black people. How is UCL working to dismantle these stereotypes?	1 Live
Can't negotiate salary at all - fixed term contract. I am confident I'll get the answer no!	1 Live
I sat in a meeting where the white male chair referred to non-white colleagues as "coloured" - the cultural insensitivity.	1 Live
My MA in Education had only 1 BAME visiting speaker.The issue is not only about permanent staff but a general issue about who gets asked to participate.	1 Live
How do we ensure students are taught about racism throughout the UK and higher education as part of their studies at UCL?	1 Live
I wasn't even given an opportunity to negotiate my salary and was put at the bottom of the scale. I didn't know how to start this conversation.	1 Live
There something so tiring about 'allies' asking for ONE thing they can do. There is no magic bullet. It takes sustained commitment	1 Live
I am aware that as a team member of a Provost Office you are given more undisclosed pay increases and changes in roles, with no transparency	1 Live
Last question is challenging without us knowing more information and like what Heidi said	1 Live
UCL put me at the bottom of the pay scale on starting, rather than matching my previous salary. Despite having 8 years of experience & academic qualifications	1 Live
I do feel that there is an implicit intimidation when negotiating pay	1 Live
Exactly!! my qualifications have been totally disregarded, and my got my degree from UCL...	1 Live
slido is out of sync with the questions	1 Live
Is it true that a higher percentage of BAME staff get reprimanded about their tone, attitude, behaviour, etc?	1 Live
These questions are veering towards excluding Professional Staff again!	1 Live
How many Professional Staff are Grade 8 or over?	1 Live
We need to know how many PS staff are black BY GRADE and GENDER, not just overall.	1 Live
It's sad to see that we expect to be excluded from areas of higher education we are more than qualified to excel in	1 Live
Ijeoma is giving me LIFE today. Thank you. I needed it.	1 Live
How many black academics?	1 Live
What was the answer to the last question? How many black staff are there?	1 Live
encourage diversity in recruitment, committee memberships, promotions	1 Live
I have been asking for this data to my EDI group and they never release it.	1 Live
My lecturers, department heads, etc. are white, I only consistently see black staff as porters. It's comfortable, and I would like to see more diversity in this	1 Live
There isn't enough visibility for the more vulnerable groups	1 Live
Now that we are starting an open conversation things will change. Collaboration leads to understanding	1 Live
The policy line needs to be removed to stop departments and hiring team using this as an excuse not to pay us more	1 Live
What is the BME PhD group?	1 Live
As a former PhD and current staff at UCL I never knew there was a BAME group.Very disappointing!	1 Live
Is there a framework to address BAME grievances ?	1 Live
we need to set targets/numbers and timelines for achieving equality	1 Live
The panel is made up of three academic staff, one student and one member of professional services. Is this a fair representation?	1 Live
this type of conversation should include high management....primarily made of middle-aged white males	1 Live
We do not have enough Black people to mentor all of us. We will need help.	1 Live
I come from a department that had 0 BAME staff as grade 10's, less than 1% in grade 9 roles.	1 Live
I totally agree about getting racial profiles - however extremely difficult to get these from individual HR departments across universities. Important issue	1 Live
We need culturally trained wellbeing staff.	1 Live
Is this being RECORDED? It is a HISTORICAL marked event	1 Live
We need to empower BAME people and educate others....(I am lucky to feel empowered...so I take it on as a responsibility to educate others)	1 Live
Easy promotion for certain people if they have the right look. If your face does not fit it will be a problem. You have to look a certain way	1 Live
It would be good to hear from a white person other than the Provost in this Town Hall! Does the Provost only care about what's going on among white UCL staff?	1 Live
Would some sort of bystander intervention training help enable allies to act when they witness discriminatory behaviour?	1 Live
In one of the departments at UCL where I previously worked in, treatment to people under the same protected characteristic varied hugely. Personal experience	1 Live
More sponsorship rather than mentoring needs to be implemented see progress for Black staff especially if you do Leadership programme and have nowhere to go	1 Live

Yes, make it a collective issue so all at UCL can only be proud when equality exists	1 Live
There are some scholarship schemes available to European and British students which very few black students get however many of them self-fund the Pgrad study	1 Live
the day institutions stop seeing this as a check box exercise is the day there is REAL change	1 Live
Not sure about using algorithms. These can be used to say appointments are on 'merit' without recognising bias in criteria or the bias faced by BIPOC applicants	1 Live
our lives aren't the same as white people's lives. the personal challenges put you at a disadvantage straight away	1 Live
Why has mixed race not been included. They too face racism and need to be supported	1 Live
I agree there needs to be a change in recruitment. There should be consideration of 'blind recruitment' that anonymises the candidate's characteristics.	1 Live
that terms "BME" "POC" etc need to burn no cap	1 Live
Yes.....ACTION!!!	1 Live
Yes. Action statements. Otherwise what is the point.	1 Live
Action: Anything that can increase white staff awareness of their privilege is central. This is how one can incite those on top to change the "culture".	1 Live
neoliberal audit culture makes it impossible to deconstruct historical patriarchal and racist institutional structures	1 Live
YES HEIDI!!!!	1 Live
I totally agree with Christine, being on panel as a token minority	1 Live
How about working on increasing white staff awareness of their privilege. This is might be how one can incite those on top to change the "culture".	1 Live
No one-word answer to going cold = why it goes cold (intersectional issue, req's care/centering + real power-giving-NOT appearance of w/o practical consequence)	1 Live
Unconscious bias training needs to be revamped, the same people attend and those that should don't. There needs to be training focused on racial bias.	1 Live
Yes! Positive action	1 Live
Positive action IS NOT PRACTICED	1 Live
more training for managers.	1 Live
My institute has its listening event Monday, any chance we can share some of your data if organisers happy to use it ?	1 Live
Update UCL hiring policy as an actual step and action forward	1 Live
Yet, Paul - the PS staff have largely been forgotten in this discussion	1 Live
Yes to positive action!	1 Live
Reflection!! Something not many people take the time out to do these days!!	1 Live
I have seen instances of people who have previously exposed racism being blacklisted for promotion and roles in other departments	1 Live
How can we follow the success of this initiative	1 Live
UCL 'Global' business model needs to be part of this discussion. How much is it helping out and how much is it about making money?	1 Live
I am concerned that some of the issues Ijeoma raised skew the perspective that the problem is engrained centrally. Normalising the value of bonuses is a problem	1 Live
That is the problem - it's not part of the EDUCATION and CURRICULUM! (Even History classes). That needs to change! We need to discuss this!	1 Live
Provost - you may know the data, the problem is the rest of us don't	1 Live
Willingness to pay for visas for intl staff AND their children AND the healthcare surcharges to bring qualified and excellent staff from around the world?	1 Live
Why has it taken so long to have this conversation??	1 Live
Can we get a link to the race matters group I can't find it on the UCL website	1 Live
900 people may have signed up, but only about 200+ bothered to show up (if you judge by Slido participation!)	1 Live
will this session be available as a recording?	1 Live
Thank you to everyone on the panel for running such a great event, starting the conversation and looking at how we can take action together.	1 Live
Thank you to the panel and chair for a brilliant and enlightening session.	1 Live
Thank you Michael for being supportive	1 Live
This event was amazing. Thank you so much. Please Provost, make a plan and hand over power!	1 Live
Well done Victoria!	1 Live
With respect Provost did you know some of your leaders are filling the diversity gap with white women in their leadership roles?	1 Live
Thank you - an amazing event. Really moving to hear experiences and the views of colleagues at UCL who don't often get the chance to speak of such things.	1 Live
Could there be a forum in a safe space or anonymous questionnaire for people to delve into these themes further, one word is really not enough to express it all	1 Live
why when you cross the rd to Westminster uni does it look the polar opposite of us?	1 Live
Sign up for Racematters group https://www.ucl.ac.uk/equality-diversity-inclusion/committees-and-social-networks/racemattersucl	1 Live
There is a business case for diversity, what is UCL doing to ensure it's embedded in recruitment practices @ all levels including 'god forbid' senior management	1 Live
UCL needs to use its internal resource allocation formula to nudge managers towards race equality outcomes (staff and student).	0 Archived
BME students at UCL have been sharing how they feel silenced by their lecturers. How can we ensure that their voices are amplified?	0 Archived
Do you think positive action is a good thing?	0 Archived

Do you agree all statues associated with slavery should be consigned to museums?	0 Archived
Why is UCL so rubbish?	0 Rejected
What is student recruitment doing to diversify our students?	0 Archived
Will there be a recording of the session?	0 Rejected
Have you joined? Was trying to send you the link but Sli.Do won't accept it. Go to your email about 9.30am today, with the joining instructions via 'MS Teams'.	0 Rejected
my link now working - thanks. Are white staff (listening only) allowed to vote in solidarity ?	0 Rejected
When might we see change in terms of better representation, diversity and inclusion (i.e. all under represented groups) at leadership levels across UCL?	0 Live
Does anyone find the constraints on things like BAME mentoring schemes (e.g. short deadlines) or even this event (registration closed quite early) troubling?	0 Rejected
As an ally, should I answer this question?	0 Rejected
Hi There, My question is still waiting review. Can it be released please? so that people can vote on it. Thank You	0 Live
yes, wonderful - everyone needs to be committed to this	0 Live
Being black means that I have a sense of responsibility to all black students. I do this willingly. But, this adds to our stresses as well as to our workload.	0 Rejected
I am tired of being hidden with the BAME construct . I am black but am denied this by UCL staff who "don't think of me as black". Have others experienced this?	0 Rejected
could you talk about the class question - I used to be someone who asked that question (I'm now educated about it!)	0 Rejected
I think that there is a way of behaving that black people dont know about that stops progression	0 Live
About the strikes for pensions, How are those relevant if we do not get jobs nor are adequately represented?	0 Live
How do we ensure students are taught about racism throughout the UK and higher education as part of their studies at UCL?	0 Rejected
These questions are being asked to everyone - white staff are unlikely to have been burdened with being the race expert.	0 Live
Are outsourced workers in the UCL community (predominantly BAME) considered 'staff' in discussions like these? Or are they overlooked, like their chosen union?	0 Rejected
I find that management do not like to be confrontational, so the answers to the theme two questions are likely to be 'no'.	0 Live
gender pay gap + ethnicity pay gap, being a black woman you have double the negotiation to be doing, very very difficult if you're not confident	0 Rejected
When will the ethnicity pay gap be addressed? Can we have agree action to be taken on this? This seems a relatively easy issue to address?	0 Live
a senior colleague repeatedly uses the N word.	0 Live
I have only ever been in a strong position to negotiate my salary once, and I aimed high to get what I wanted. It worked BUT only because the manager was fair	0 Live
It's taken me a long time to be confident in salary negotiation as I've often felt I'm not as good as I know I am and felt I've had to prove myself more.	0 Live
So as a bame woman, I get double pay gap?	0 Live
I was shocked to notice in a recent research bid submission that a fellow academic who is a junior (in my view) had a higher FTE allocation than mine.	0 Live
Each department is different, will we have different policies or encourage some areas more than others?	0 Live
Not confident because I've been told that you would need to have done something unique and when I asked what could that be I was told nothing at the moment	0 Live
Are the polls for the black members of UCL or the whole audience? Can you please clarify as it may be skewing the results.	0 Live
What does Michael Arthur have to say about the conversation so far? What will he be doing to overcome e.g. the pay gap?	0 Live
Poor salary negotiation skills transcends race though, women are notoriously bad at this too	0 Rejected
Great advice!	0 Live
There is no negotiation to increase salary or have CPD in precarious work.	0 Live
You're right Ijeoma! That's exactly what I do now.	0 Live
I negotiate but they try and fight it. Then I find out my white counterparts are earning more and doing less.	0 Live
I asked and didn't get because not enough money in the grant to cover it	0 Live
I haven't thought to negotiate salary because this SHOULD be based on merit and the hard work! But this is not reality.	0 Rejected
question was ,Are you aware of a pay differential between black and white staff?	0 Live
the British medical association even released a report on the ethnicity pay gap between white and black doctors however what has been done?	0 Rejected
Know and appreciate your own worth!	0 Live
I found out I was being paid significantly less than a white man with lower qualifications than I did (he had no BSc and less work experience)	0 Rejected
I think negotiating pay is intersectional with gender too	0 Live
The Provost's ridiculous salary says a lot.	0 Live
Is there any way we can make salaries public? Is that legal?	0 Live
In terms of being more informed, I think that means greater transparency in terms of the gap and a commitment to equal pay from the institution.	0 Live
I still don't know why the information about how much everyone is paid is not open to all?	0 Rejected
We should absolutely be more open about what we are earning so that these differentials become more stark.	0 Live
in addition to above one woman tried to negotiate down as she expected to be back on benefits shortly	0 Live
Based on my qualification I should be on a higher pay scale or at least at the end of my current scale.	0 Live

Its not just about starting salary its about benefits eg conference fees paid, development course fees.. who get them and who doesnt - it is fairly done?	0 Live
UCL has an obsession with getting their Athena Swan for gender equality, and pay no attention at all to the Race Equality Charter Agreement!	0 Rejected
I'm unaware of colleagues pay - this is an issue	0 Live
can I please suggest that any diversity, inclusivity etc seminars that are organised in the future for staff are only led by black people	0 Rejected
The answers to the polls don't show who (what race/background) is answering. The answers will depend on lived experiences.	0 Rejected
Less experienced white colleagues are getting more. There is also a tendency for achievements of white colleagues to be hyped up or overvalued	0 Live
There are national pay scales in Universities. All jobs advertisements should have specific grades .	0 Live
your experience should be taken into account with pay rises; not just yearly incrementals	0 Live
I am not confident at all in negotiating my salary. I am a white woman	0 Live
There is a specific issue at Professorial level that Universities have moved away from single unified payscales at higher levels and allowed negotiation 20,000+	0 Live
I echo a question that was posted earlier. What can allies do to help within a department? particularly with students.	0 Live
Where is UCU's participation in assisting staff to know what their salaries are in line with differentials related to ethnicity and gender?The union should act.	0 Live
honestly i don't even know what professional services staff is... (as a student)	0 Rejected
poll is going too quick to vote! also skewed by white respondents	0 Live
Egioma is wise! haha	0 Live
How many Professional Staff are BAME?	0 Live
we clearly need more transparency	0 Rejected
Do we have numbers for all BAME staff (academics and professional services) ?	0 Live
These questions are difficult to answer without the transparency. Some staff are temps or PhD students....so it depends whether this is contracted....	0 Live
Useful to have a definition of black in this context.	0 Live
According to the ways of working wheel, I should be on Grade 10 and I quite far off from that. I agree it is patronising.	0 Live
Will all the questions polls and infographics be shared after the event, this is very useful material?	0 Live
I'd be interested in the data for professional services	0 Live
what is the number of black academics?	0 Live
Yes they are reprimanded more than white staff. I've witnessed white staff praised for incompetence	0 Live
so how many black academics are there?	0 Live
Please can you publish the final nbers of the various groups at end of townhall	0 Live
Will you give answers/numbers?	0 Live
Seniors in my dep is entirely white. Wet themselves that they have more women than men (tho the head is male!!) but 0 ethnicity chat. It's a medical field	0 Live
C	0 Live
need more black balanced staff	0 Live
With learning and development there needs to be more transparency between departments and also between groups by different managers	0 Live
YES! PGTAs contribute to diversity so much too	0 Live
Employ more black people	0 Live
Totally agree - more attention vital to the casualised labour force	0 Live
Ensure there is diversity in the recruitment and admissions processes at UCL otherwise racial bias will take precedence and exclude black students and staff	0 Rejected
Well said Toyin!!!	0 Live
Ensure there is diversity in the recruitment and admissions processes at UCL otherwise racial bias will take precedence and exclude black students and staff	0 Rejected
Visibility and representation are so important but quite clearly are missing at UCL in academia and at senior management level. How will this be addressed?	0 Live
I agree that there should have been professional services members on the panel. I cant relate to many of the issues you have raised as I'm not an academic.	0 Live
Moving beyond the performance of race equality is key.	0 Live
it isn't a melting pot! UCL should value different experiences. Act against devisiveness.	0 Live
Thank you for the great comment: "we need to see the workforce as a whole". YES!!!	0 Live
Totally unaware of any bonuses	0 Live
We need to see more black students in postgraduate education but there a lack of a support and funding system in place to facilitate us	0 Rejected
I am wanting to leave as I am tired of the daily struggle	0 Live
With so much inequality across UCL, how can we have a bonus system? That just breeds discrimination and unfair reward to people whose faces fit!!	0 Live
For those wanting to also hear an example of UCL student voices at this time, please do listen to this podcast from the IOE: https://bit.ly/blmstudentview	0 Live
We need to see more black students in postgraduate education but there a lack of a support and funding system in place to facilitate us	0 Rejected

be mindful of not mirroring the Elite negative behaviours that have hindered our progression the answer is not to behave like the white people who oppress us	0 Live
who gets the largest grants, relates to how far reaching the research is	0 Live
Change UCL webpage. Our "brand" must show all what the change will be for Black lives at UCL. Lasting msg front and centre reminds UCL what needs to be done.	0 Live
I'm not sure how helpful it is to ask for single words in the poll. Could we write actual sentences?	0 Live
definitely agree with the comment that one rule for some, another rule for the other, even within one department	0 Live
exactly everyone needs to take responsibility for pushing for change	0 Live
YES CHRISTINE!!!	0 Live
Know what works and make sure everyone does or signs up to do this, and reward	0 Live
It would be good to hear from a white person other than the Provost in this Town Hall! Does the Provost only care about what's going on among white UCL staff?	0 Live
Do we have black EDI student reps?	0 Live
Make EQ as important as IQ	0 Rejected
In one of the departments at UCL where I previously worked in, treatment to people under the same protected characteristic varied hugely. Personal experience	0 Live
What its not valued ?	0 Live
A select quote of vacancies for black people so that we can have an equal scale	0 Live
The data that shows the nature of the problem needs to be widely publicised because departments care about how they are seen.	0 Live
I am the only black staff member in a department of 70. I am casualised	0 Live
why are the figures hidden?	0 Live
YESSS, the one in one out system DOES exist. More work on retaining black staff needs to occur	0 Live
any reviews need to come down to a sub departmental level - otherwise there is space to hide	0 Live
There are ways to get regraded if your department does not agree. The new grade may not be accepted but at least you know where you should be.	0 Live
I agree with Victoria. Many people do not believe we are good enough scholars to get pay rises.	0 Live
Most recruitment panels in fact all in our department have a BAME person. So is the feeling that this person colludes with others	0 Live
does demographics for academic staff change when including Teaching Fellows?	0 Live
Separate shortlists for underrepresented characteristics and interview top of each list	0 Live
Erm - GDPR??	0 Live
So separate all categories in BAME data?	0 Live
The people in power will only ever given the minimal ground, because they would have to give away their own power otherwise...	0 Live
Sometimes I feel that I am good enough to be trained at UCL but UCL does not make me good enough for them..	0 Live
the impact and benefit of the race equality charter mark needs to significantly enhanced and linked to financial resources	0 Live
Extent of Deans pledges are different for each faculty - make them equally ambitious	0 Live
Would it be possible to get the names of the members of the panel and the speakers please?	0 Archived
Bonuses are a problem. This should not be an issue that requires an incentive!	0 Live
How do you move from here? What is the next step	0 Live
This discussion had been unbelievably slick	0 Live
As Heidi said, we know what the issues are, what needs to be done is acting for change and that means Investment - a handful of Phd studentships is not enough	0 Live
when is the Provost going to be handing over power?!	0 Live
use the data to make change - don't dismiss it	0 Live
TALK, TALK, TALK! Time for ACTION	0 Live
I'm surprised at Provost's explanation of why he's embarrassed and lack of knowledge statues in general that celebrate wealth created from slavery	0 Live
Do we have access to this action plan?	0 Live
Yes to Ijeoma for Provost!	0 Live
I enjoyed this event nice that we can come together and discuss this great stuff	0 Live
What steps can we take now?	0 Live
I feel encouraged that UCL has not only started a conversation but more importantly, has begun looking at how we can take action together.	0 Live
The idea about linking senior management bonuses/promotion linked to efforts on increased diversity and inclusion within their group or departments is brilliant	0 Live
Thank you!	0 Live
Are there any plans to target recruitment of Black undergraduates?	0 Live
Thank you!	0 Live
Thank you Michael Arthur. You have put your money where your mouth is in many ways.	0 Live
Huge thanks to you all	0 Live

As a HOD I found this event enormously helpful, many thanks	0 Live
Thank you so much. I feel ignited!	0 Live
Big thanks to all. Great event and I hope some real action now happens	0 Live
Thanks for hosting this Town Hall. It was obviously difficult and emotive at times. I've learned a lot, and have more realisation of what still needs to be done	0 Live
what will be done to rectify the pay disparities for existing staff?	0 Live
Information about training and leadership should be communicated widely and those who actively find opps within UCL themselves should not be penalise for this.	0 Live
thank you for the enlightening discussion. now the issues have been discussed we need concrete solutions - next town hall?	0 Live
A really useful & welcomed event. Thank you! A few IT issues with slido not keeping up with the questions, but I'm looking forward to seeing this taken further.	0 Live
Please could I have contact details for the BME PhD group? I can't find anything about it online.	0 Live
I am a black woman who has a white male manager, Who has a white male manager, who has a white male manager, who has a white male manager. I rest my case	0 Live
I read a recent post in my department on decolonising it's collections. I think that felt they had done their part in addressing the race issues in their dept:(0 Live
The three male white directors in my department did not join this event. How is UCL going to succeed in addressing race issues if this not important to them ?	0 Rejected
Can some of the points and questions raised be used to create a survey for staff to respond to, empowered to know my experiences and thoughts are not uncommon	0 Live
I think denaming lecture theatres is not enough. The history that these rooms were named as such and used years also need to be place inscribed on the door.	0 Live
What's the action plan? Enough talking ...	0 Live
We know the issues, no more prevarication. We need an action plan NOW	0 Live
Is there any restorative element to the pay gap? If the university acknowledges underpaying you in comparison to white colleagues will they compensate?	0 Live
I would have liked to hear Nathaniel Coleman acknowledged for doing so much. Without him there would not have been Why is my professor not black?	0 Live