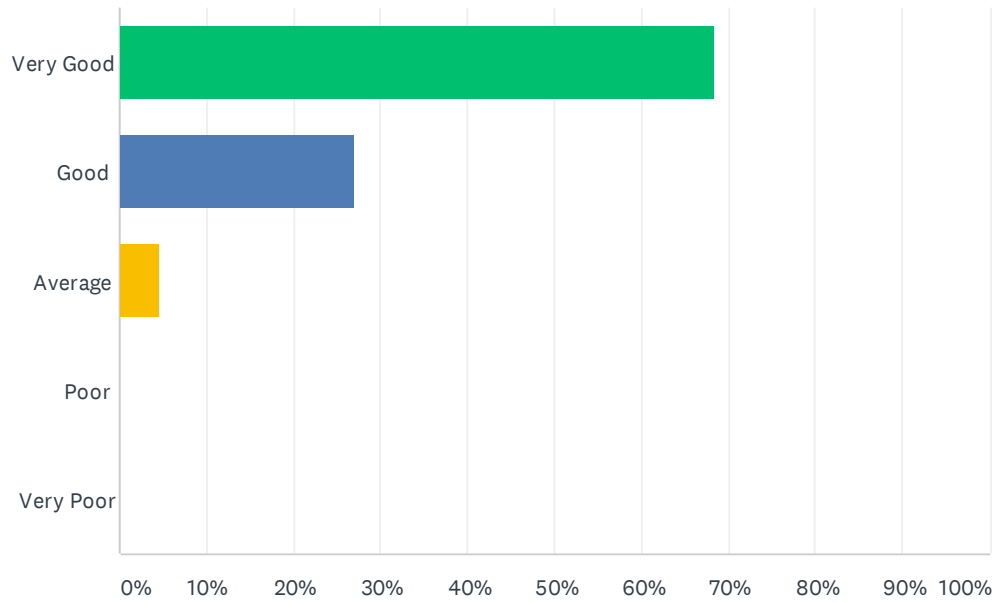


Q1 How would you rate the panellists and other presenters?

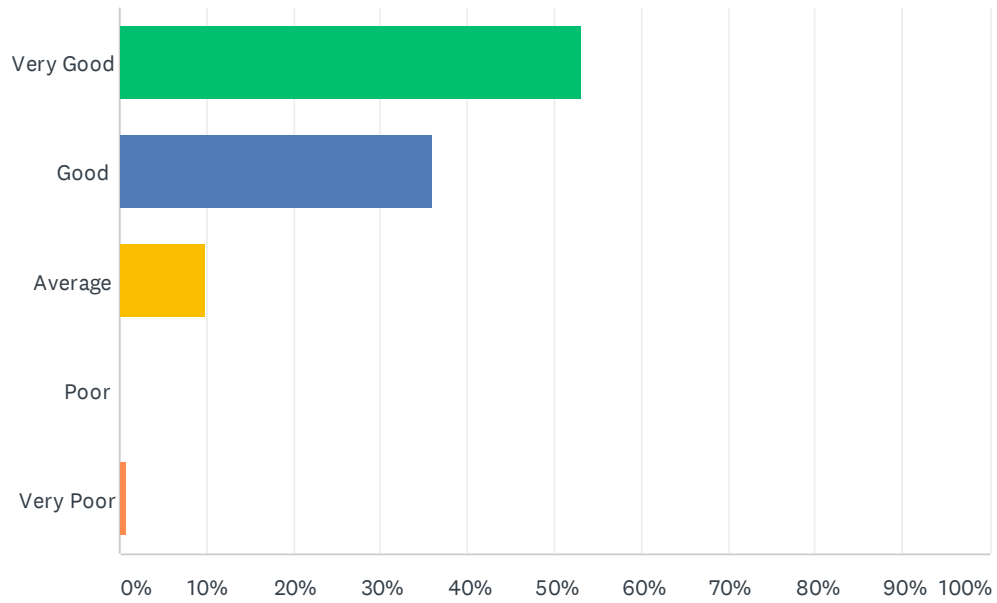
Answered: 111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Good	68.47%	76
Good	27.03%	30
Average	4.50%	5
Poor	0.00%	0
Very Poor	0.00%	0
TOTAL		111

Q2 How would you rate the event content?

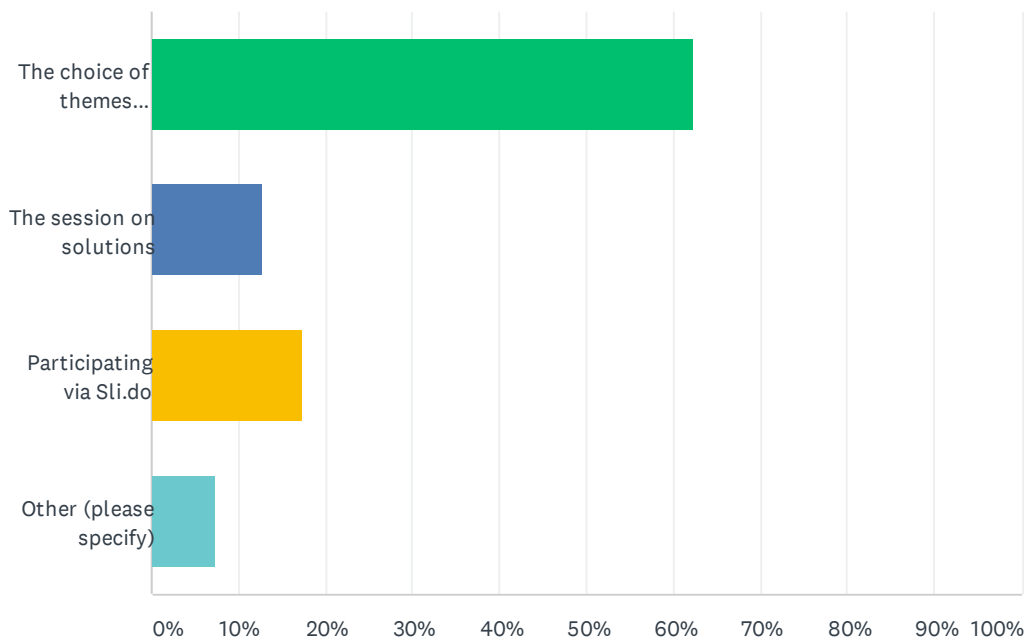
Answered: 111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Good	53.15%	59
Good	36.04%	40
Average	9.91%	11
Poor	0.00%	0
Very Poor	0.90%	1
TOTAL		111

Q3 What did you like best about the event?

Answered: 109 Skipped: 2

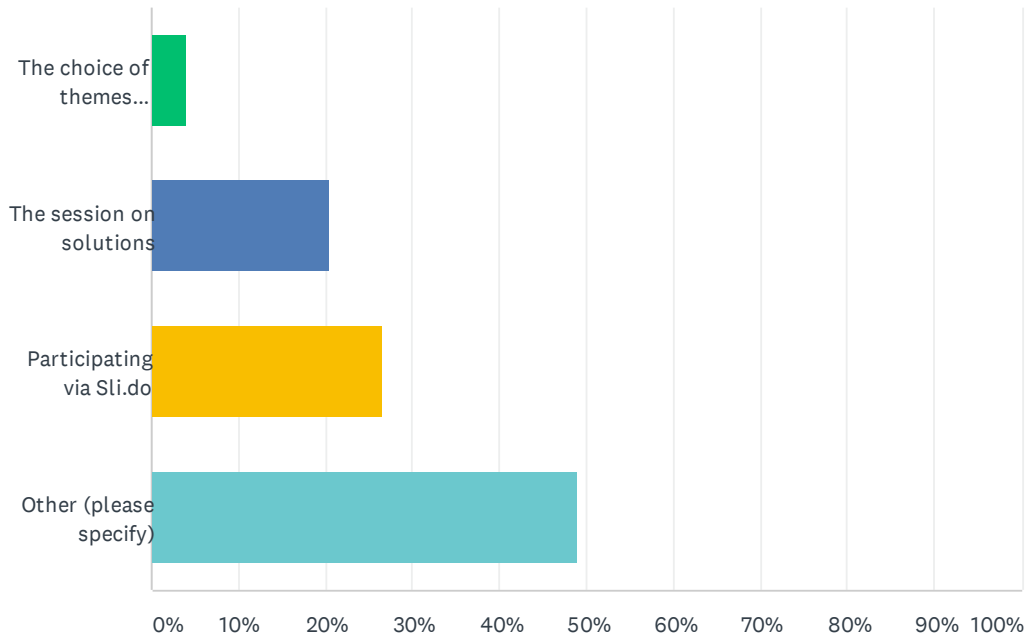


ANSWER CHOICES	RESPONSES
The choice of themes discussed (Workplace and Culture, Emotional Labour and Burden, Ethnicity Pay Gap and the Hidden Data)	62.39% 68
The session on solutions	12.84% 14
Participating via Sli.do	17.43% 19
Other (please specify)	7.34% 8
TOTAL	109

#	OTHER (PLEASE SPECIFY)	DATE
1	Simply hearing their voices	6/25/2020 9:30 AM
2	Prof Ijeoma Uchegbu and Prof Heidi Mirza.	6/24/2020 3:18 PM
3	Representation and visibility of UCL's leading Black academics and staff	6/24/2020 1:18 PM
4	The fact we had the conversation at all (not that we should need to)	6/24/2020 12:48 PM
5	the opportunity to focus on race and racism at UCL	6/24/2020 12:47 PM
6	It was just another event on racism. We'll no doubt have another one soon. And in the meantime, nothing will happen	6/24/2020 11:18 AM
7	The chair took us through a huge number of issues without it ever feeling rushed and the panellists were excellent at illustrating how these aspects all interlock.	6/24/2020 10:41 AM
8	The choice of themes was excellent and the instant feedback via Sli.do gave valuable prompts to key points. UCL should have more of these.	6/24/2020 10:30 AM

Q4 What did you find least helpful about the event?

Answered: 102 Skipped: 9



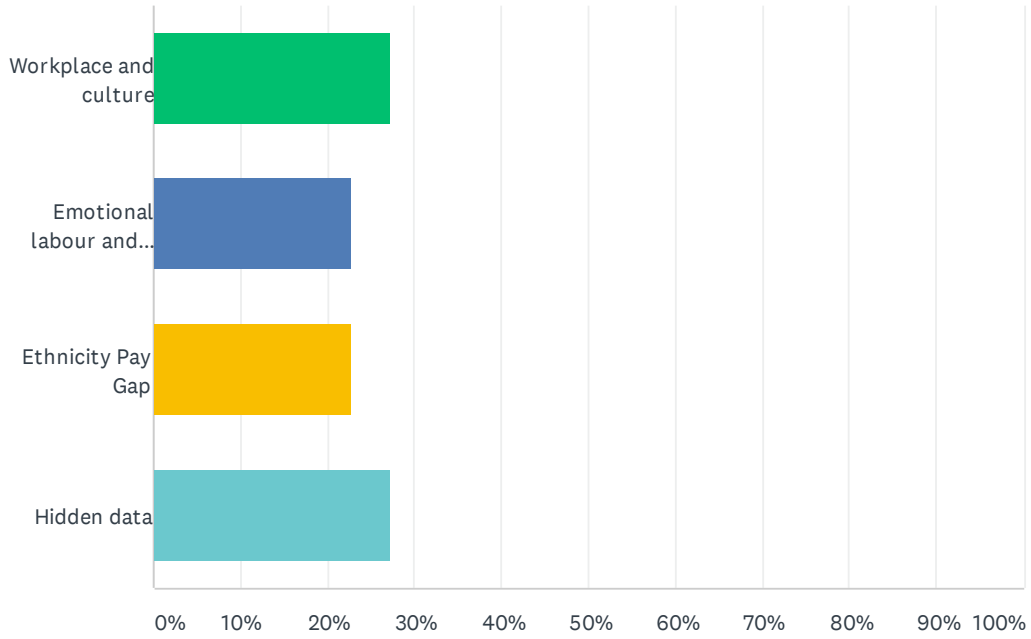
ANSWER CHOICES	RESPONSES	
The choice of themes discussed (Workplace and Culture, Emotional Labour and Burden, Ethnicity Pay Gap and the Hidden Data)	3.92%	4
The session on solutions	20.59%	21
Participating via Sli.do	26.47%	27
Other (please specify)	49.02%	50
TOTAL		102

#	OTHER (PLEASE SPECIFY)	DATE
1	Some Sli.do questions flashed up and disappeared before I could answer them	6/26/2020 7:00 AM
2	Some of the initial presenters were not clear on their aims and objectives. This got better however	6/25/2020 5:52 PM
3	It was all really enlightening	6/25/2020 5:22 PM
4	Could dedicate more time to answering sli.do questions	6/25/2020 2:57 PM
5	N/A	6/25/2020 2:28 PM
6	N/A	6/25/2020 11:50 AM
7	session on solutions wasn't clear in terms of steps of moving forward	6/25/2020 11:31 AM
8	The main question on specific policy that would be changed was not answered or addressed. The moderator said the question but no one in leadership cared to answer it. Is this just more rhetoric without any tangible action?	6/25/2020 9:30 AM
9	Sli.do questions - some not direct enough and a few ambiguous questions.	6/24/2020 3:18 PM
10	n/a	6/24/2020 3:02 PM
11	nothing	6/24/2020 1:42 PM
12	Because of other meetings, regretfully I could not attend the whole event	6/24/2020 1:33 PM
13	For me all the above were useful, the only frustration is whether the solutions would be actioned.	6/24/2020 1:21 PM
14	nothing to record	6/24/2020 1:00 PM
15	It wasn't really at Town Hall - more a series of set piece talks	6/24/2020 12:47 PM
16	It would have been nice for the event to be recorded and made available even for those who didn't attend. The content discussed was very important and it would be great for the wider UCL community who didn't attend to be able to learn from what was discussed because for real change to happen we all need to play a part not just those who attended.	6/24/2020 12:46 PM
17	Nothing in particular	6/24/2020 12:31 PM
18	Especially towards the end, it didn't feel like it was inclusive of students. Student representation could have been better.	6/24/2020 12:08 PM
19	Slido questions were confusingly worded could skew results	6/24/2020 12:04 PM
20	I thought the event avoided debating on the points that the panelists seem to disagree on. For example, one of the panelists emphasised a couple of time that she thought the pay gap is due to insufficient employment at the highest level (for example, professors) while other panelists suggested that race is a factor when deciding salaries at the same level. Why was that not explored further? Which factor is more important determines the solutions.	6/24/2020 11:57 AM
21	I found it all very helpful and the content and ways to participate was varied	6/24/2020 11:50 AM
22	all helpful!	6/24/2020 11:41 AM
23	Nothing, it was great	6/24/2020 11:26 AM
24	Moderation via Sli.do wasn't quick enough. Some comments were held for review for almost the whole event. Felt like a barrier to participation.	6/24/2020 11:23 AM
25	Slido answers needed to have been split by ethnicity	6/24/2020 11:20 AM
26	The session discussed things that have been known for years and years. Same old listening therapy and an opportunity for black academics to say the same thing again. I'm not confident any structural change within the university will happen. For that to happen, there needs to a black provost	6/24/2020 11:18 AM
27	Perhaps some of the questions could have been for Black people or people of colour only, because I think the results were a bit skewed.	6/24/2020 11:17 AM

28	There was no poll on the audience's race/ethnicity/background	6/24/2020 11:16 AM
29	The group representation was not balanced - 4 academics, 1 PS and 1 PGR student	6/24/2020 11:08 AM
30	Sli.do responses should have been grouped by ethnicity	6/24/2020 11:07 AM
31	N/A all equally good	6/24/2020 11:07 AM
32	I think every part of the event was helpful	6/24/2020 11:05 AM
33	Lack of focus on student experience and recruitment	6/24/2020 11:01 AM
34	N/A	6/24/2020 10:58 AM
35	Not having the session as a live participatory event to harness the life experiences more richly.	6/24/2020 10:54 AM
36	I thought all sections were helpful	6/24/2020 10:51 AM
37	N/A	6/24/2020 10:50 AM
38	Focus placed on senior staff. Would have been beneficial to have staff across varying levels of academia and professional services. Our voices being ignored suggests you need to go through all the struggle of reaching a high level for your experience to be validated.	6/24/2020 10:49 AM
39	The data from some of the votes was unclear as there weren't instructions on who should answer (ie as a white person, I began answering the questions but it soon became apparent that this wasn't appropriate - some guidance and clarity from the start would be helpful)	6/24/2020 10:48 AM
40	I suspect a lot of white people (like myself) answered questions about encountering racism and so on when they should have respected the call for consultation with the black community. I can see it would have been difficult to exclude them but when we discovered towards the end they were the majority, it made the earlier polls problematic.	6/24/2020 10:41 AM
41	I would've liked more opportunity to participate, more engagement from panellists with questions raised in the Sli.do	6/24/2020 10:39 AM
42	N/a	6/24/2020 10:34 AM
43	Duality between comments and polls, took a while to understand and made it a little harder to interact. also Poll questions were unclear in some parts, feel like the answers did not relate to the question being asked	6/24/2020 10:33 AM
44	Not accessible, I was really concerned to see a deaf colleague saying in Race Matters mailing list that she'd made an access request and been given no information / request. This is not OK for any UCL, even less so for an event discussing diversity. Also, there was lack of clarity initially as to who could / couldn't register - was it an event for Black, BAME staff or also open to white staff.	6/24/2020 10:33 AM
45	Nothing	6/24/2020 10:31 AM
46	I found everything very interesting and enriching.	6/24/2020 10:31 AM
47	nothing to add here.	6/24/2020 10:31 AM
48	I found the whole event excellent. Nothing was unhelpful.	6/24/2020 10:30 AM
49	Some of the comments made by the provost at the end, kind of took away from the meeting as whole.	6/24/2020 10:28 AM
50	it was too superficial	6/24/2020 10:26 AM

Q5 Which theme did you find most useful?

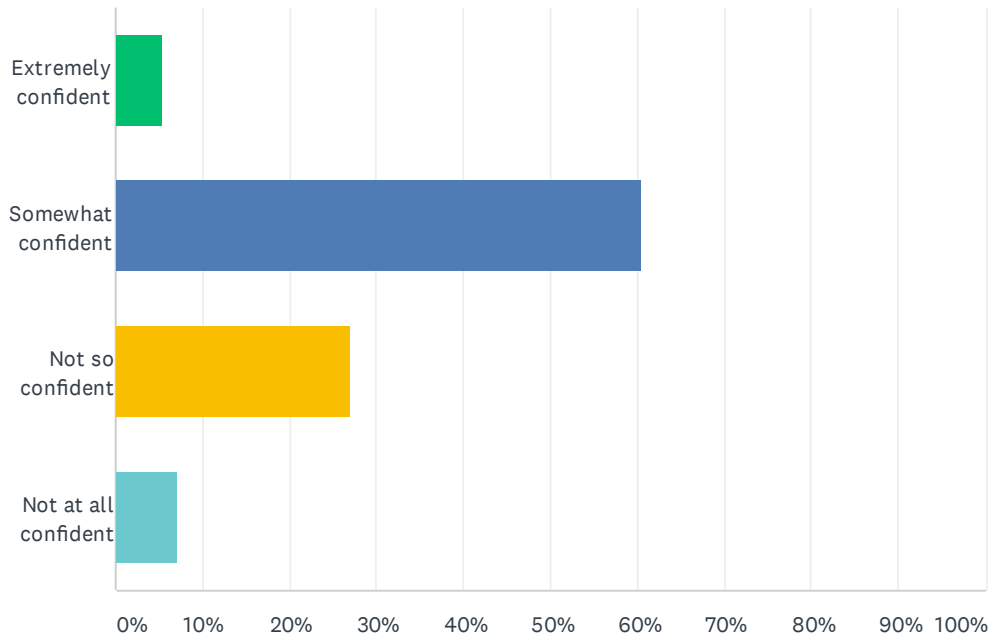
Answered: 110 Skipped: 1



ANSWER CHOICES	RESPONSES	
Workplace and culture	27.27%	30
Emotional labour and burden	22.73%	25
Ethnicity Pay Gap	22.73%	25
Hidden data	27.27%	30
TOTAL		110

Q6 How confident are you that useful outputs will emerge from this event?

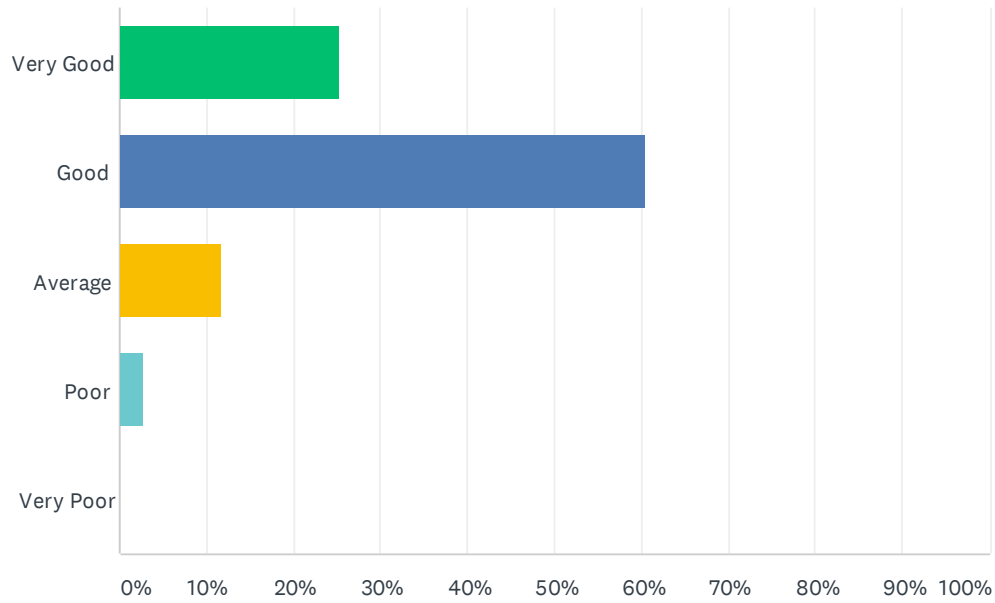
Answered: 111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely confident	5.41%	6
Somewhat confident	60.36%	67
Not so confident	27.03%	30
Not at all confident	7.21%	8
TOTAL		111

Q7 How would you rate the quality of the live stream?

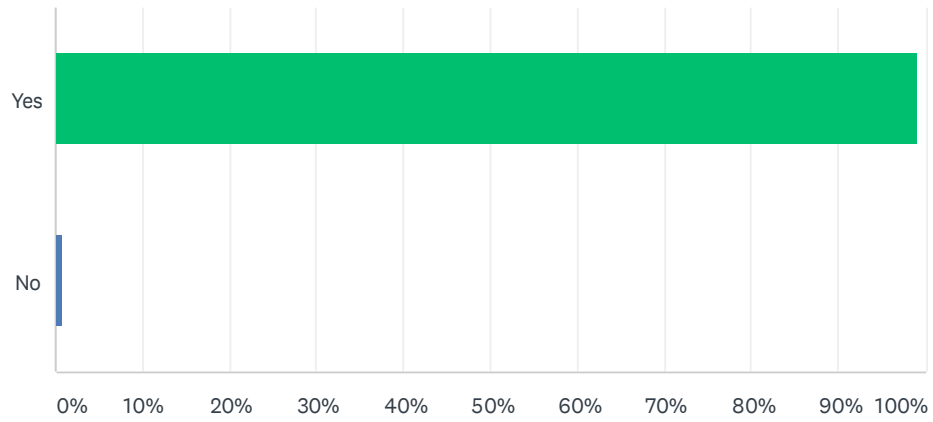
Answered: 111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Good	25.23%	28
Good	60.36%	67
Average	11.71%	13
Poor	2.70%	3
Very Poor	0.00%	0
TOTAL		111

Q8 Are you likely to attend future events?

Answered: 111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	99.10%	110
No	0.90%	1
TOTAL		111

Q9 Please let us know any other comments you have about the event

Answered: 84 Skipped: 27

#	RESPONSES	DATE
1	A well run and motivating event that left me with many feelings including saddened, motivated, better informed and included	6/26/2020 7:00 AM
2	Next one should focus on progress made with solutions	6/25/2020 5:52 PM
3	The lack or representation of professional service staff in the panel and also during the discussion was disappointing. The Q&A feature seemed redundant as the questions asked were commented on as opposed to explored and answered. It all felt very preformative and that was frustrating and at this point, unsurprising and that is a problem in itself. Also, the original statement made on 2nd June has not been reissued and is still centred on BAME, therefore the apologies of UCL President & Provost Professor Michael Arthur for getting it wrong do not mean much if they are still getting it wrong. Again, this feels preformative. Very disappointed.	6/25/2020 5:26 PM
4	None	6/25/2020 2:57 PM
5	Very informative and positive event, thank you!	6/25/2020 2:28 PM
6	These topics were great taster sessions. Doing entire Town Halls/large events on each one separately would be great! Could Hive Brain from audience for solutions. It was inspirational to have an all black presenting (and support) team on my screen.	6/25/2020 12:14 PM
7	N/A	6/25/2020 11:50 AM
8	Well organised	6/25/2020 11:36 AM
9	What next? Not much focus or emphasis on professional services members of staff.	6/25/2020 11:31 AM
10	I sometimes found it difficult to hear what was being said; and the timings for slightly.do were sometimes off so I missed some opportunities to interact. Also, I wasn't sure if there was going to be a recording or some kind of transcript released (it would be really helpful if there were so people could go back and remind themselves of important points and solutions)	6/25/2020 9:44 AM
11	It would be helpful if the data/statistics about BAME faculty at IOE were shared. Seeing it visually is a stark reminder of how bad it is.	6/25/2020 9:30 AM
12	the chair was excellent	6/25/2020 9:30 AM
13	Loved it	6/24/2020 11:54 PM
14	I really liked the event, the topics and the panel. It was good to see the Provost involved. Can we have him in the panel on the next event?	6/24/2020 7:33 PM
15	Participating via slido made the session feel more interactive, and it was good for quick polls, but less helpful for adding more detailed comments. I also think there needed to be a separate method for asking questions/ providing more general comments not related to the polls, as the slido board was quite full and therefore hard to interact with. It would have been nice to have some time for audience questions, as there were a lot of good questions being raised that were not addressed. I also think some of the polls should be restricted to BAME staff/ students, as answers might have been skewed by non-BAME allies (most people identified themselves as white), or at least a way of collating this data so that answers to e.g. do you feel like you have the burden of dealing with race in your dept. can be compared between BAME and non-BAME staff.	6/24/2020 5:43 PM
16	An informative session that was a long time in waiting. Well-structured and directed. It was positive for the Provost to support the Townhall event from the opening statement to the closing note. I take my hat off to him for also acknowledging several issues that many would shy away from. He came across as very sincere and this whole matter needs support from the highest rank to challenge and force a change in those in positions who make important decisions lower down the chain that impact on "BAMEs". Will anonymised data be published on the number of senior managers attended the event? I would imagine not, but this in itself would be telling. It would have been useful to ask attendees to categorise their ethnic status (limit options) on joining, if at all possible. This would help achieve some understanding of the audience and also better frame some of the answers. The comments under the Q&A field in Sli.do were very interesting and need to be captured and reported on. A summary of comments need to be provided to all managers within UCL, particularly those on bands 8 and above and they need to be feed to Faculty, Head of Divisions/Depts, facilities and Research and Professional Services Groups, and SMT. I believe many of the comments (those I read during the session) are felt by	6/24/2020 3:18 PM

so many. There needs to be a follow-up session to keep up the momentum to force meaningful change, and annual meetings or sessions so that issues relating to black, mixed and Asian staff and students are not side lined – also so there is a charge of BAME minds. There has to be affective and systemic change and the incoming Provost needs to understand and take the baton forward. He needs to attend the next event. The panellists and those hosting the event need to be commended. The highlights for me were Prof Ijeoma Uchegbu and Prof Heidi Mirza and we need to ensure that we do not lose them in this fight. They are a force to be reckoned with and senior management need to deal with these 2 amazing, articulate and driven women. Emeritus, can we undo that! They have said and done more than they probably will ever know. Whilst I have every confidence Prof Uchegbu will take forward the outputs from the event, I am not so confident that those receiving the information will be open to taking them forward with the same gusto.

17	I enjoyed the event and feel that we need more events like this regarding/updating on real change.	6/24/2020 3:02 PM
18	please find a mechanism for non white and non black community to be involved meaningful, and someone who can navigate those conversations. please have senior leadership attend. please have professional services be visible.	6/24/2020 1:40 PM
19	Regular events like this on the issues of race, gender, diversity and equality would do a lot to raise awareness and to help identify solutions for UCL	6/24/2020 1:33 PM
20	It would be good to include black students on the panel	6/24/2020 1:21 PM
21	Na	6/24/2020 1:12 PM
22	NA	6/24/2020 1:08 PM
23	None	6/24/2020 1:00 PM
24	Would be good to have more of an open discussion. personal experiences.	6/24/2020 12:38 PM
25	Good variety of speakers and range of topics. Interesting debate	6/24/2020 12:31 PM
26	I would like to see more on the intersectionality of ethnicity and lower socio-economic group.	6/24/2020 12:16 PM
27	captioning wasnt working when I tried to use it. In future please ensure this is available	6/24/2020 12:13 PM
28	It was a good session, and maybe I was wrong about this, but I thought that more audience participation could have been allowed. It felt weird writing a comment with the hope that someone would read it.	6/24/2020 12:08 PM
29	Very impressed and would attend more regular sessions to discuss action	6/24/2020 12:04 PM
30	participation by slido was difficult; would have been better if it was on screen with the session. I instead had to access slido on my phone. My comments took forever to be released! There was nothing contentious written, as opposed to one other comment immediately being released that had foul language...Technical issues aside it was interesting to hear that 900 people tuned in. It was a Town Hall to hear black voices and the black experience, but not sure if the polls that were taken reflected this. I sense the majority of participants were White and this therefore skews the data about the Black experience. I know it is important that all our staff listen to the event, but maybe is should have been an event for Black staff that is then shared as a resource to the wider community. That way you would have received more meaningful information and statistics from the session charting the Black experience.	6/24/2020 11:59 AM
31	I also didn't see the point of having the questions asked by the viewers read but not answered. A town hall discussion is usually driven by the public and it is fine to have that moderated (I understand why organisers would be wary of having anyone ask questions). But in the same time, this event looked like it was only driven by the moderator. The other major comment I have was also mentioned above: I thought the event avoided debating on the points that the panelists seem to disagree on. For example, one of the panelists emphasised a couple of times that she thought the pay gap is due to insufficient employment at the highest levels (for example, as professors) while other panelists suggested that race is a factor when deciding salaries at the same level. Why was that not explored further? Which factor is more important directly affects solutions.	6/24/2020 11:57 AM
32	I was very concerned about the use of sli.do This event was advertised as gathering opinions from black staff but the polls on sli.do were open to all with no guidance given. The composition	6/24/2020 11:55 AM

of the audience later transpired to be largely white staff so the responses are therefore very difficult if not impossible to analyse I also felt that the session was very much going over known ground with very little new information and few if any actions for local managers with some very confusing messages (particularly re support or not). Many of the actions seemed to be policy driven and to address the issues we need to tackle problems at the root.

33	I kept putting forward questions via sli.do but it was never approved, the option to be able to comment on questions others send in would be useful.	6/24/2020 11:54 AM
34	Fantastic speakers, very clear session and I took away lots of extremely informative and helpful notes.	6/24/2020 11:50 AM
35	I would like to voice my support for the solutions proposed, including: making EDI part of the mainstream culture at UCL; factoring EDI/anti-discrimination work into people's workload, not treating it as additional unpaid labour on top of usual duties; contributions in this area should be factored into decisions about promotions, bonuses and funding; more transparency about how UCL, and different departments within the university, are performing in terms of racial equality; releasing monitoring statistics, such as BAME representation and reports of incidents of discrimination, to make clear to staff at all levels, but particularly those in management positions, what progress is being made and what more needs to be done; transparency about salary levels to help to address the ethnicity pay gap; improving buy-in of participants to mandatory diversity and unconscious bias training (what we currently have is something of a tick-box exercise that is easy not to take seriously); ensuring fair recruitment, for example by ensuring that job adverts reach under-represented groups, having independent auditing of recruitment procedures, and using positive action. Maybe having these types of meetings regularly and publicising the outcomes widely could be one way to help with the task of making EDI and anti-discrimination a social norm at UCL.	6/24/2020 11:49 AM
36	I though the slido participation mechanism was innovative and enabled participation of large numbers of people. The whole thing was so timely and important and the speakers were excellent. Congratulations! Now make sure it leads to action!	6/24/2020 11:43 AM
37	Very impressed that this important event was held, with so many people participating. Very helpful to hear many voices, and learn a lot, and see UCL's commitment to actively fighting against racism, recognising the current shortcomings and problems, and working towards creating a more diverse, equal, & inclusive environment.	6/24/2020 11:41 AM
38	This event was so valuable, it was a great opportunity to gather and be heard. Thank you to everyone involved in making this happen, appreciate the time taken to put this together. Additional thanks for those sharing their experiences, not matter how difficult they were.	6/24/2020 11:26 AM
39	The intersection of race and class was touched upon briefly by one panelist, but not discussed further. It should have been, as class hierarchies and capitalism are the main drivers of racism.	6/24/2020 11:23 AM
40	I cannot find the names of all the speakers however they all spoke earnestly about their experiences. The "exit" strategy that the Emeritus Prof from the IoE (Christine? sorry, if i got it wrong) should tell us a lot about the conscious and unashamed bias of interviewing and/or reviewing panels at UCL. The UCL leadership community needs to do more now, make it their mission to make the changes they want to see in addressing every level of biases. It was an emotional and awakening event. Thank you Victoria and the panellists.	6/24/2020 11:21 AM
41	Great so many registered. Great so many were White - there to learn, think and change.	6/24/2020 11:20 AM
42	I'm not very optimistic. White colleagues are simply not aware of their unconscious/subtle racism, and they hold all the power. This affects recruitment, departmental strategy, funding support, career progression, wages, and quality of research. In terms of the latter, white colleagues are simply ignorant of the fact that an intellectual world (some ancient) exists outside of Europe and N America. For white colleagues, intellectualism and credible scholarship began with the Enlightenment. For non-White people, this is very alienating. There is a LONG way to go to change these mindsets. And a sanctimonious group therapy session, where they come along and silently repent for a couple hours while listening to self-indulgent testimonies from black representatives is pure phantasmagoria and only delays any meaningful change. There needs to be a long-term comprehensive overhaul of how the university is run and the personnel charged to do it, and no amount of virtue signalling, confessional parades of black staff, and superficial action points (that resurface every meeting) will achieve that sadly.	6/24/2020 11:18 AM
43	Thank you for putting this on. It was obviously emotive and difficult to run, but so important. It made me realise how much work UCL still has to do, and how much work I have to do to	6/24/2020 11:17 AM

	educate myself more and be a better ally - and colleague, and friend.	
44	Please can you hold more events like this as a way of continuing the important work for racial equality at UCL.	6/24/2020 11:16 AM
45	Host sometimes ignored the positive responses in word clouds when summarising; Ethnicity of audience / role (i.e. directly affected vs ally) and thus who you wanted to participate in polls	6/24/2020 11:14 AM
46	This is a great first step in acknowledging that institutional racism is an issue at UCL. Thank you for doing this - as it gives us 'hope'. However, the focus was very much on the academics rather than on the PS who make up the vast number of BAME staff at the University. Many PS also publish and are not allowed to have IRIS accounts or their work is ignored by academics. The hierachies inherent in the structure are ignored - also by BAME academics. Please continue to use the term BAME not BME as the A cannot be ignored in Britain's history of colonialism.	6/24/2020 11:08 AM
47	I just want to say thank you to the team for opening up the conversation about workplace barriers for black people. Please put more of these events on. We desperately need to discuss with confidence to the right people, who we can work with to make change for all black staff and students in UCL.	6/24/2020 11:07 AM
48	I was unbelievably impressed with how polished and slick this event was. There were no technical difficulties or delays. Near perfect presentation	6/24/2020 11:05 AM
49	I am a white member of staff and attended to listen. Slido is a useful tool but I think it should have been made clear which questions were for the whole audience and which were for BAME staff - my worry is that some of the questions which were aimed at asking for the BAME experience may well have been answered by non BAME staff thus skewing things slightly! It was a very interesting event and I am glad I attended. I would like to have known the names of the panel and speakers and their dept/roles. I really hope that all the comments on the question board were captured as there was lots of discussion taking place there too.	6/24/2020 11:03 AM
50	We clearly have very qualified, knowledgeable, and inspirational black staff at UCL (albeit in insufficient numbers). Why are we outsourcing senior management roles, such as the Provost post, when people like Ijeoma Uchegbu would be both excellent in the role and show a commitment to tackling the issues of systemic racism at UCL?	6/24/2020 11:01 AM
51	-	6/24/2020 10:58 AM
52	It was a very social science oriented group of panelists. If you want to enter an academic discussion in Humanities, you need to raise the stake. Paul Gilroy is very good also with more artistic hats, his daughter Cora worked on neoclassicism, I think you need to show an edge that academics can recognize in their own field (medicine? architecture? etc.). Otherwise you risk to present the debate about race as a good intentions field. I just participated in the selction of two lectureships for the Sarah Parker Remond Centre. The quality was excellent. You need to show that there is a capacity for Academic goals and leadership.	6/24/2020 10:57 AM
53	It was extremely useful and important to have this event, especially in light of what is going on now.	6/24/2020 10:57 AM
54	A positive start towards chipping away at a very complex issue.	6/24/2020 10:54 AM
55	The event should have been made fully accessible to disabled participants, as standard. Frankly, it is shocking that Black and BAME disabled staff were further marginalised in this way - way to go UCL!	6/24/2020 10:53 AM
56	It seemed to bouce around too much and not get deeper into issues	6/24/2020 10:52 AM
57	The panellists were all outstanding. But the sli.do chat didn't work out very well with so many people. None of my comments made it through.	6/24/2020 10:51 AM
58	It would be useful to have some accountability for actions taken as a result of the meeting. People need to feel heard in a meaningful way.	6/24/2020 10:50 AM
59	As much as I appreciate some of the hosts were professional services, the event was extremely skewed towards the experience of the black academic. All hosts were also relatively senior. Staff who are less senior/in entry level roles should also have a 'seat at the table'. To make the most impactful changes there needs to be variation amongst the speakers. We are not all black academics of a senior level.	6/24/2020 10:49 AM

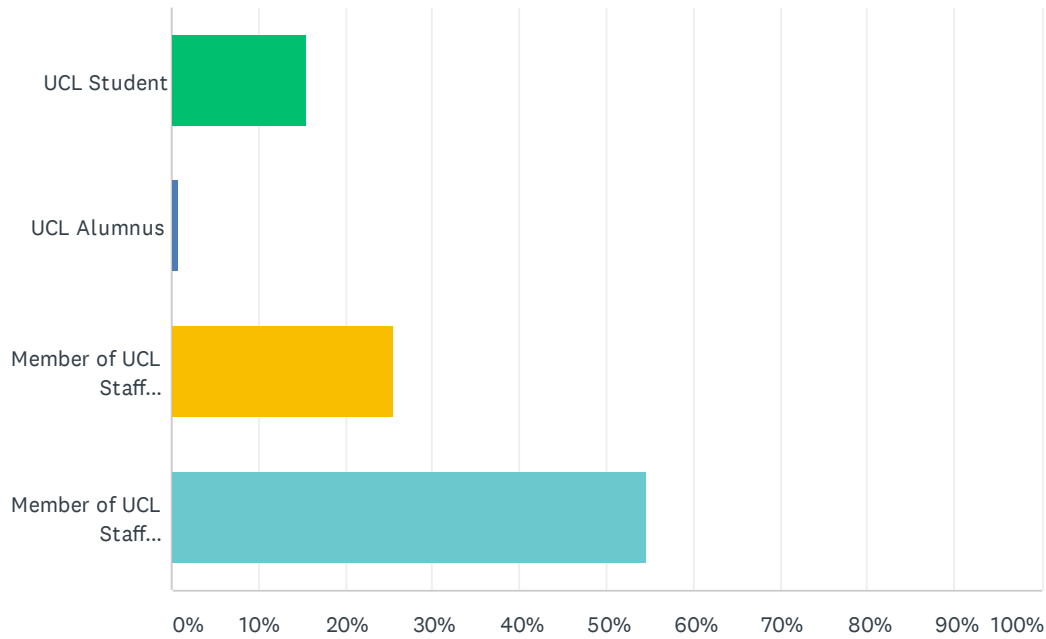
60	The data from some of the votes was unclear as there weren't instructions on who should answer (ie as a white person, I began answering the questions but it soon became apparent that this wasn't appropriate - some guidance and clarity from the start would be helpful)	6/24/2020 10:48 AM
61	I thought it was a great event, but I felt that there wasn't enough time for in-depth discussion due to the number of topics being discussed	6/24/2020 10:47 AM
62	I got a lot out of this event in terms of how best to support my Black colleagues (I'm white) and what best to push for in terms of specific changes that UCL can make. My one comment would be that I'm not sure slido was the best platform for engagement as it seemed that lots of comments took a long time to come through. In general it was nice to see reactions from people watching - maybe the chat feature would be better for this?	6/24/2020 10:45 AM
63	I am so pleased that we had this meeting. It was well needed. It is a shame that the ethnic minority groups at UCL are not treated fairly and it wasn't up for discussion before. It was also sad to see that many experienced problems and feelings of isolation, really awful. Attending this event has made me feel a bit more confident to question things and to challenge my concerns. My hope is for a genuine solution to be put in place to tackle these barriers. If this works and proves to be a good system it must stick and not change or be manipulated if we have changes or a new provost etc. We need to have policies that are effective and work, and don't just look good on paper. This is a good start and I hope we can work together and take this further. I think a Zoom event would have been better. It would be nice to see the other participants. I experienced some sound difficulties and my screen kept freezing.	6/24/2020 10:44 AM
64	For me the major insight was the way these things (different acts of prejudice) interlock. Learning about them individually has not shown me how they weave a suffocating web, and this event brought that across. I didn't want to specify a theme (above) because of this but there wasn't an option to say 'other'!	6/24/2020 10:41 AM
65	It was quite intense but it was a good forum to get to discuss these very important issues	6/24/2020 10:40 AM
66	It was a cathartic though frustrating experience. I learned a lot and appreciate the great facilitating and interesting panellists	6/24/2020 10:39 AM
67	Really great event, thank you for putting on.	6/24/2020 10:36 AM
68	The panellists and facilitation were excellent - it was very efficient and smooth, covering a lot of ground. The difference in internet connection between the panellists was noticeable (but can't be helped when all working remotely) and the questions on slido were often presented too quickly. The passion was palpable but I'm not sure if this will translate to change given the huge barriers faced. I think it was a good starting point and would very much like to see more of these and/or more committees focused on the solutions to these problems. I hope other white senior members of staff were watching so they can be allies and push for the change needed. If not, this needs to be shown to them and UCL needs to make a commitment to enact the changes that are needed.	6/24/2020 10:35 AM
69	n/a	6/24/2020 10:34 AM
70	Not enough focus on the Professional Services side of things.	6/24/2020 10:34 AM
71	The event was very thought provoking, and I was engaged for the whole 2 hours and wished it went on for longer. The interactive part was good, but I felt there should have been the ability to ask questions, make comments and response to polls in a more discrete way. I liked being able to vote on each question to show support, but it would have been nice to be able to reply/add to comments, or create discussion. Also, please please follow this up as I felt like I learnt a lot from sharing the experiences of the group as well as listening into conversations which may be useful in the future.	6/24/2020 10:33 AM
72	If next time registrations / polling could be split by black / other bame / white then the polls would be more accurate and insightful.	6/24/2020 10:33 AM
73	It was very good	6/24/2020 10:31 AM
74	I found the event very enriching. I was shocked to learn that less than 1% of academics at UCL is Black :(I was also appalled to learn that one of the speakers was paid 4 times less than a White colleague. I hope all these events help in shaping a better society but I believe that racism will sadly never be eradicated. I am new at UCL and I used to work in a university in Hertfordshire. UCL is much better than my previous university, as over there my colleagues would tell me : "Oh you have an accent! Where are you originally from?" However, at UCL ,	6/24/2020 10:31 AM

everybody has an accent and I love it. Nobody has asked me yet where I am from because of my accent.

75	It was great. So enlightening. As a 43 yo white British female, who grew up in rural environments, I feel very ignorant. I moved to London aged 18 and had never experienced seeing or meeting anyone other than white middle class people before that. I have a lot to learn and understand. I care deeply about others and I am so horrified at the very idea of racism. I wish I could be more helpful, insightful and effective. Please do publish the video. I want to share it with others, including those outside UCL.	6/24/2020 10:31 AM
76	Will the summary of the event be sent to UCL Council?	6/24/2020 10:30 AM
77	I think UCL should encourage smaller departmental events and help support staff to facilitate this. I enjoyed the live event but didn't find it very interactive as it was set up for a large number of people. I would appreciate a smaller scale discussion type event where audience can participate more.	6/24/2020 10:30 AM
78	It would be useful to clarify that only Black staff and students were expected to answer the questions on Sli.do	6/24/2020 10:29 AM
79	Should have been a little longer. I think several panellist answers were often cut short due to time restrictions.	6/24/2020 10:28 AM
80	If their are no actions to follow this meeting, morale will continue to fall and systemic racism will continue to operate within the university	6/24/2020 10:28 AM
81	The us of Slido is difficult for many visually impaired people	6/24/2020 10:27 AM
82	n/a	6/24/2020 10:27 AM
83	more opportunity for people to speak	6/24/2020 10:26 AM
84	None	6/24/2020 10:25 AM

Q10 I am a...

Answered: 110 Skipped: 1

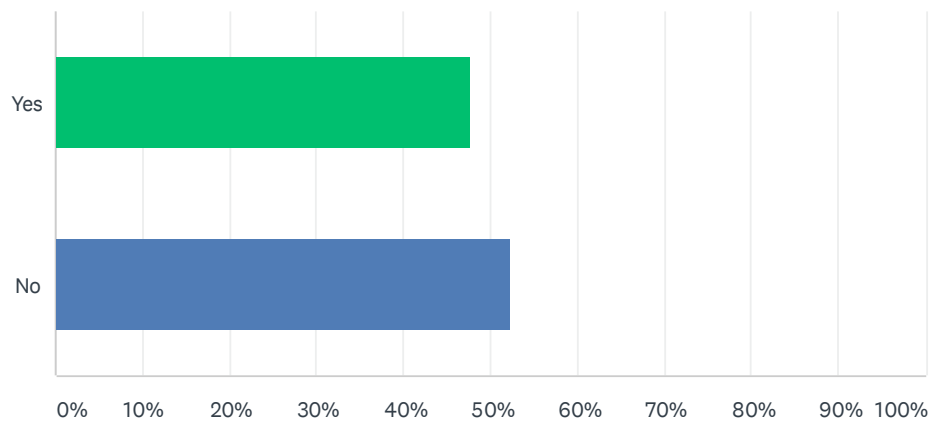


ANSWER CHOICES	RESPONSES	
UCL Student	15.45%	17
UCL Alumnus	0.91%	1
Member of UCL Staff (Academic)	25.45%	28
Member of UCL Staff (Professional Services)	54.55%	60
TOTAL		110

#	OTHER (PLEASE SPECIFY):	DATE
1	Associate staff	6/25/2020 2:57 PM
2	Member of UCL Staff (Library Services)	6/25/2020 9:27 AM
3	UCL member of Staff (Office of the Vice-Provost for Research)	6/24/2020 1:33 PM
4	I am also a UCL MBA student	6/24/2020 12:18 PM
5	Phd student	6/24/2020 12:04 PM
6	UCL Research Staff	6/24/2020 11:53 AM
7	UCL Alumnus & Affiliated Staff (Academic)	6/24/2020 11:41 AM
8	Both UCL Almnus & Professional Services staff member	6/24/2020 11:14 AM
9	PhD candidate and Postgraduate teaching assistant	6/24/2020 11:01 AM
10	UCL member of Staff (professional Services) and part-time PhD student	6/24/2020 10:50 AM
11	Teaching Fellow. Are we Academic?...depends who you ask!	6/24/2020 10:41 AM

Q11 To receive information about other UCL events by email, please register using our opt-in form: <http://eepurl.com/ddnvcj> or select an option below. By submitting your details and selecting yes below, you agree to be contacted about our future events by email. (UCL staff and students will automatically receive information via email).

Answered: 84 Skipped: 27



ANSWER CHOICES	RESPONSES	
Yes	47.62%	40
No	52.38%	44
Total Respondents: 84		