

Student UCLMS Equality, Diversity & Inclusion Committee

Purpose:

UCL's Equality, Diversity and Inclusion (EDI) Strategy identifies the wish to foster a positive cultural climate where all staff and students can flourish, where no-one will feel compelled to conceal or play down elements of their identity for fear of stigma. It aims to ensure UCL will be a place where people can be authentic and their unique perspective, experiences and skills seen as a valuable asset to the institution.

https://www.ucl.ac.uk/human-resources/sites/human-resources/files/edi_strategy_2015-2020.pdf

The Faculty of Medical Sciences has long championed the Athena Swan Award Scheme, and has recently developed an Equality Action Plan, established an Equality, Diversity and Inclusion Committee and appointed a Vice Dean, Equality Diversity and Inclusion. This Faculty-wide commitment to equality, diversity and inclusion provides both a framework and enhanced opportunities to develop a more inclusive culture for staff and students.

UCL Medical School (UCLMS) is committed to equality, celebrating diversity, and developing a culture of inclusivity. Our newly developed Widening Participation Strategy has committed us to redressing inequity in access and attainment at medical school and creating a diverse student body that is more reflective of the population more widely. Current and past involvement of staff in central UCL committees such as the 50:50 Gender Equality Group, the Race Equality Steering Group, and the LGBTQ+ Equality Advisory Group, and the focus of much of our research is also reflective of our culture of inclusivity. The work undertaken by the Athena SWAN Committee over the last few years has been central to developing a fair and inclusive workplace. This proposed committee is an expansion of the work of this group with a remit to promote equality of opportunity and an inclusive culture for all students and staff, to advance good practice across the Division and our associated stakeholders, and to better align with both Faculty and wider UCL practices and reporting structures.

Terms of Reference

1. Identify and recommend suitable priorities and actions to extend student EDI principles to the UCLMS staff EDI Committee.
2. Work with the UCLMS staff EDI Committee towards implementing policies to protect students from discrimination and promote inclusivity.
3. Raise awareness of existing raising concerns mechanisms to the student body and provide clearer guidance and signposting towards these existing mechanisms.
4. Change the culture and language surrounding raising concerns and make the process of doing so easier and more accessible.
5. Highlight and address barriers preventing students from raising concerns to the medical school.

6. Work towards developing a curriculum which tackles EDI issues, including but not limited to teaching on disabilities, LGBTQ+ health, racial disparities in health and other health inequalities in collaboration with other student groups working in this field.
7. Raise awareness of diversity and equality issues in UCLMS, promoting accountability of both staff and students to their behaviors.
8. Being a representation of the student voice and directly channeling in direction for improvement and areas to improve to UCLMS staff (through the Staff EDI committee, including any deficiencies in quantity, quality or access to resources).

Reporting to:

The UCLMS student EDI Committee reports to the UCLMS staff EDI Committee which reports to the UCLMS Director and Senior Leadership Team, to the UCLMS executive via a termly standing item on the UCLMS Executive Committee, and to the Faculty EDI Committee.

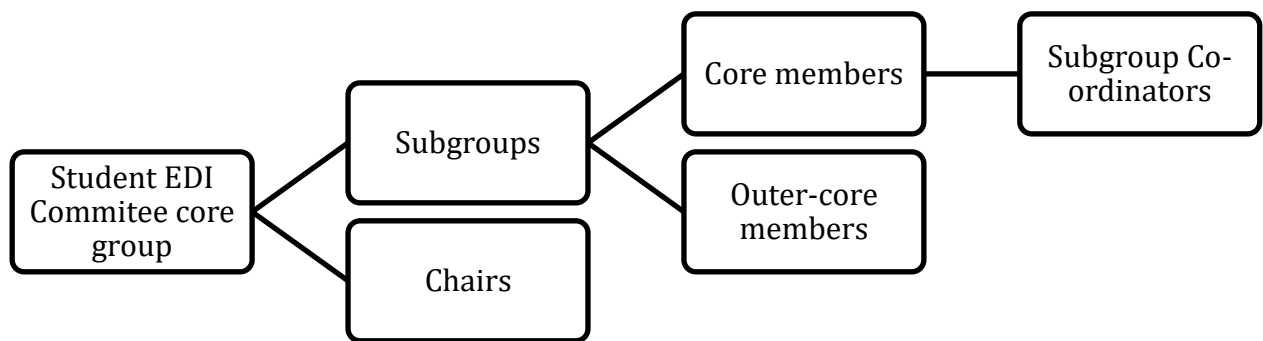
Meetings and communications:

Core EDI student committee meetings will be held at least once every three months. Subgroup meetings will be held at least once every month. No meeting will last for longer than 2 hours.

Meetings will be in person where possible, or alternately via a digital platform.

Subgroups are asked to use Notion. Each subgroup will hold a private subgroup-specific page (to which all subgroup members will have access) but are encouraged to share documents with other subgroups, when appropriate, to aid intersectionality. Additional platforms can be used where relevant.

Structure:



The core student EDI committee will be composed of subgroups and chairs. There will be a maximum of 15 core members, 2 of whom will be chairs.

Chairs

The role of the two chairs will be mainly organizational and supportive. Chairs will receive updates of the activities of all subgroups through subgroup coordinators. Each chair will maintain a close reciprocal relationship with the members of pre-assigned committees. They will also attend regular termly staff EDI meetings to communicate these updates. Chairs will be responsible for attending to the main EDI outlook mailbox. Chairs may also be members of subgroups. It is recommended that one chair will be from a pre-clinical year group and the other a clinical year group.

Subgroups

Core members can choose subgroups according to their area of interest. There should be 2-3 core members in each subgroup (excluding the co-chairs)

At the time of writing these subgroups are: race, gender, LGBTQ+, disability, faith. A parent/carer subgroup is currently being developed.

The subgroups will work in parallel with their corresponding staff EDI subgroups.

Subgroups can have extra members outside of the core EDI group members. These non-core members can be recruited throughout the year through subgroup consensus. These non-core members do not have to attend the 3 monthly core group meetings however they can should they wish to.

Subgroups can have their own email accounts, but it is recommended that they cc the main EDI email address where possible.

Subgroup co-ordinators

Subgroups will choose a nominated subgroup co-ordinator among themselves at the start of the academic year. These co-ordinators will ideally attend all core group meetings and communicate regular updates to the chairs.

Publicity Officers

The publicity officers will be selected annually by the outgoing co-chairs.

They are responsible for managing the Student EDI's social media, email address, newsletter and Moodle page. They are responsible for the promotion and advertisement of EDI initiative and opportunities. They must be in close communication with both the co-chairs and various subgroup leads.

A director will be selected from the publicity officer team, who will be responsible for assigning the teams responsibilities among team members.

Membership:

Members are confirmed annually and will normally serve for no longer than three years. Students who have already served a year of membership will resubmit an application annually.

June 2021

Alumni are welcome to maintain a relationship with the EDI and to share skills and resources when relevant.

Members will be recruited through an application process which will be advertised annually at the start of the year.

Recommended methods of advertising are via lecture shoutouts, the RUMS bulletin, Medsoc bulletin, posters and flyers across all three core sites (University College London, Royal Free Hospital and Whittington Hospital) and social media such as Facebook, Instagram, Twitter and WhatsApp. This will be overseen by the publicity officers.

There is a set list of criteria all eligible candidates will meet.

There will be ideally two and no more than four members from each year group.

New Chairs will be chosen before the year ends for the next academic year. The process will involve self-nomination and voting within the core group where possible. They will not need to resubmit applications for the next academic year.

Membership will be reviewed by the chairs if a student stops engaging with group activities or does not attend three or more meetings in a row without providing an appropriate apology.

A picture and short biography of all members will be available on the EDI website which will be openly accessible to all UCL medical students, staff and the public.

Definitions:

UCL defines '**equality**' as the absence of unjust social hierarchy such as those based on age, disability, ethnicity, gender, sexual orientation and religion, and '**diversity**' as the presence of different cultural traditions and identities.

Equality is about creating a fairer society where everyone can participate and has the same opportunity to fulfil their potential. The Equality Act 2010 is designed to address unfair discrimination, harassment and victimization; advance equality of opportunity between people who share a protected characteristic and those who do not. There are 9 protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

Diversity acknowledges and values the full range of differences between people both in the workplace and in wider society. Diversity acknowledges that entry into the workplace, and an individual realising their potential once there, can be influenced by a range of factors beyond the characteristics included within equality legislation, including social, economic and educational background, professional background, hierarchical level, working style, nationality etc.

Inclusion refers to an individual's experience within the workplace and wider society and the extent to which they feel valued and included.