

UCL Eugenics Inquiry Response Group Report

April 2021

Co-Chairs introduction

UCL's act of facing its historical involvement with eugenics and the long shadow it casts has been important in and of itself, and also valuable because of the huge opportunity it offers to instigate real and sustainable change.

In early 2020, the Inquiry into the History of Eugenics at UCL presented a report and series of recommendations as a route map for UCL to address the legacy of eugenics. Following that, a Response Group of dedicated people with diverse lived experience and professional expertise has thoughtfully and thoroughly examined those recommendations, and this report presents their proposals for how these recommendations can best be enacted to ensure we are meeting not just the letter but also the spirit of the Inquiry. As such, we have unanimously agreed to extend many of the recommendations to include UCL's disabled community where not explicitly mentioned in the Inquiry Report, and we believe holistic, sustained, long-term strategic activity to shift the dial on disability equality at UCL should be one of the significant outcomes of this work.

We are hugely grateful to the members of the Response Group, who have engaged with the Inquiry recommendations constructively and in a spirit of collegiality, and generously shared a great deal of their time, expertise and insight. We have also been fortunate to work closely with the Race Equality Implementation Group, and thank them for taking up the relevant recommendations to ensure that UCL's activity to promote race equality is coordinated and has clear lines of ownership and empowerment. We also want to thank Professor Geraint Rees who, as Chair of the UCL Naming and Denaming Committee, has played a leading role in removing the names of eugenicists from campus spaces and, as Dean of Life Sciences, has given a great deal of time and expert advice on addressing the legacies of eugenics at UCL more broadly.

Our thanks also go to the members of the Inquiry for setting UCL this powerful challenge, which will be a catalyst for positive long-term change.

Professor Dame Hazel Genn
Dr Kamna Patel
Co-chairs, Eugenics Inquiry Response Group

Eugenics Inquiry Response Group: membership and terms of reference

Group members

Co-chairs: Professor Dame Hazel Genn (Vice Provost International & Advancement) and Dr Kamna Patel, Vice-Dean (EDI), The Bartlett Faculty of the Built Environment

Secretary: Abigail Smith, OVPA

Deans

Professor Ivan Parkin, Dean of MAPS

Professor Graham Hart, Dean, Population Health Studies

Professor Sue Rogers, Dean of Institute of Education

Professor Sasha Roseneil, Dean of Social & Historical Sciences and Pro-Vice-Provost (Equity & Inclusion)

Vice-Deans (EDI) and Provost's Envoys

Professor Prince Saprai, Vice-Dean (EDI), Laws

Dr Kamna Patel, Vice-Dean (EDI), The Bartlett – also co-chair

Professor Anna Cox, Vice-Dean (EDI), Brain Sciences

Dr Xine Yao, UCL English (representing Arts & Humanities)

Professor Alexandra Olaya-Castro, Vice-Dean (EDI), Mathematical and Physical Sciences

Professor Martin Oliver, Vice-Dean (EDI), IOE

Professor Sara Mole, Provost's Envoy for Gender Equality

Representatives from EDI and UCL's Equality Networks

Noel Caliste, LGBTQ+ Equality Steering Group

Kevin Coutinho, EDI

Dr Jennifer Rode, Disability Equality Steering Group

Dr Michael Sulu, Rae Equality Steering Group

Provost's Office

Clare Goudy, Chief of Staff

Communications

Collette Lux, CAM

Co-opted

Professor Paul Gilroy, Director, Sarah Parker Remond Centre

Representatives from Students' Union UCL

Aarushi Menon, Women's Officer

Yasmeen Daoud, Welfare and International Officer

Terms of Reference

1. To receive the recommendations of the UCL Eugenics Inquiry Commission, together with the alternative recommendations from the MORE group within that commission, and subject to specific direction from the Provost, to scope the cost and feasibility of implementation;

2. To agree a response to the recommendations of the Inquiry on the History of Eugenics, to provide an implementation plan with costing, for discussion by Academic Board and approval by the Provost and Council
3. To take a leading role on the preparatory work that supports the implementation plan, such as the submission of renaming papers and the development of a draft apology.
4. To report before the end of December 2020

The Response Group will consider UCL's history of eugenics and its legacy, including critical engagement with the role of eugenics in colonialism, racism and ableism.

Expert advice and consultation

Enable@UCL

Abi Smith, Disabled Students Officer

Pip Jackson, Estates

Chris Shore, Estates

Fiona McClement, EDI

Teresa Williams, EDI

Katy Redfern, Access and Widening Participation

Professor Sam Smidt, Arena Centre

Dr Jason Davies, Arena Centre

Sam Wilkinson, UCL Culture

Kat Nilsson, UCL Culture

Kieren Reed, The Slade

Sarah Aitchison, UCL Special Collections

Dr Tim Beasley-Murray, Arts & Humanities

Viki Burnage, OVPESA

Louise Pollock, OVPESA

Professor Geraint Rees, Faculty of Life Sciences

Professor Alan Thompson, Faculty of Brain Sciences

Professor Marsha Morgan, Medical Sciences

Professor Paul Burgess, Psychology & Language Sciences

Kirsty Walker, CAM

Anna Cornelius, CAM

UCL Race Equality Implementation Group

UCL Naming and Denaming Committee

Race Equality Implementation Group

The Response Group has worked closely with the Race Equality Implementation Group, which was co-chaired by Michael Sulu and Sasha Roseneil, who sit on the Response Group. Established to consider the recommendations arising from UCL's Town Hall on Race, the REIG also took delegated responsibility wholly or partially for a number of recommendations from the Eugenics Inquiry to ensure that issues relating to race equality are considered and acted on holistically.

Recommendations wholly or partly delegated to the REIG are:

- Alignment with UCL's Race Equality Charter Submission
- Pipeline to Promotion Scheme to improve BAME representation at senior levels
- Improved BAME student and staff recruitment and retention
- Lowering barriers to belonging, for eg through the BAME Awarding Gap Project
- Convening a symposium on Race Gap Index
- Promotion of teaching and learning of Britain and Empire in schools

Disability Equality Implementation Group

A key recommendation of the Response Group is that, where appropriate, recommendations will be extended to cover the experience of disabled staff and students, even where not explicitly mentioned in the Eugenics Inquiry recommendations. This work will be led by a newly-convened Disability Equality Implementation Group, which will consider the recommendations and take a broader view of disability at UCL, including considering issues raised by disabled staff and student representatives during the work of the Response Group.

Key Eugenics Inquiry recommendations that this group will consider are:

- Pipeline to Promotion scheme and review of promotions criteria
- Student and staff recruitment and retention
- Disability awareness training for all staff
- Review of UCL estate to ensure access issues are understood and addressed
- Symposium on Race Gap Index to expand to include disability in year 2
- Identify opportunities to grow subject matter expertise in the field of disability and ableism

Both of these groups will report on progress through the Pro-Provost (Equity & Inclusion) to the Provost and SMT.

Approach and current status

The Response Group was convened in May 2020 and met monthly to consider all recommendations made by both the Eugenics Inquiry and MORE Group. Although each recommendation was reviewed individually, two overarching themes were clear:

- visibility and awareness of UCL's history of eugenics and the ability of students, staff and the wider community to engage with it
- understanding and addressing the legacies and ongoing consequences of eugenics thinking today

Two key recommendations have now been enacted. [The denaming of spaces on campus named for Galton and Pearson took place in June 2020](#), led by the UCL Naming and Denaming Committee, chaired by Professor Geraint Rees, with denamed spaces marked with appropriate signage. This Committee is also taking forward a full review of named spaces on campus.

In January 2021, UCL issued a public apology for its role in developing and propagating eugenics, which was drafted by the Response Group and agreed by SMT, Academic Board, and Council. The apology was publicised widely and is now published online at <https://www.ucl.ac.uk/provost/inquiry-history-eugenics-ucl>

A full overview of the Group's response to each recommendation is below. In some cases, the Response Group agreed to combine, group or modify the scope of recommendations to facilitate implementation.

It is recommended that the Response Group co-chairs monitor ongoing implementation of the recommendations, pending the review of EDI governance and creation of an EDI Committee, where responsibility for this work is likely to sit. The proposals cover a period of three years, and should be reviewed at that point.

Recommendations and response

Recommendation	Response Group
<p><i>UCL to dename the Pearson Building, Galton Chair and Galton Lecture Theatre; renaming should be considered according to the policy above. A plaque or board to be created explaining the reason for the name change</i> (Inquiry)</p> <p><i>UCL must rename the following elements of its estate as a matter of urgency:</i></p> <ul style="list-style-type: none"> • Pearson Building • Pearson Lecture Theatre • Galton Lecture Theatre <p><i>Signage must be provided to explain the reasons for these changes, including the historical linkage of named individuals to eugenics advocacy and scientific racism</i> (MORE Group)</p>	<p>The denaming of these spaces (Pearson Building, Pearson Lecture Theatre and Galton Lecture Theatre) was considered by the UCL Naming and Denaming Committee in June 2020, in advance of the first meeting of the Response Group. The Committee agreed unanimously to dename the spaces; the proposal was approved by Council in the same week and the denaming was completed shortly afterwards.</p> <p>Text to explain the circumstances surrounding the denaming has been agreed by the committee and signage was installed in March 2021.</p>
<p><i>UCL should issue a public apology acknowledging its role in the institutionalisation of eugenics and commit to creating an environment in which study of eugenics can be undertaken</i> (Inquiry)</p> <p><i>UCL must issue a public apology acknowledging its complicity in the institutionalisation of eugenics, unreservedly condemn related discriminatory practices, and make a long-term commitment to provide a safe and constructive environment in which further study and reflections about eugenics can be undertaken</i> (MORE Group)</p>	<p>The Response Group first began developing wording for a UCL apology in August 2020, including considering what the apology should aim to achieve and examining similar institutional apologies, for example the apology made by the University of Vermont for its links to eugenics and broader work by UK universities to examine their links with slavery.</p> <p>The apology was developed and refined over successive meetings and over email, and the final version was agreed through Academic Board in October 2020 and UCL Council in November 2020, and formally expressed by Professor Michael Arthur, President & Provost, in January 2021.</p> <p>It is published online here: https://www.ucl.ac.uk/provost/inquiry-history-eugenics-ucl</p>
<p><i>The Commission is aware of UCL's efforts towards a 2020 submission for the Race Equality Charter. There should be alignment between these recommendations and the institutional analysis that is being undertaken for the Race Equality Charter</i> (MORE Group)</p>	<p>Both the Response Group and the Race Equality Implementation Group agreed that the work of both groups should be aligned with efforts towards the REC submission.</p>
<p><i>UCL to conduct a comprehensive inquiry into all names used within the UCL estate and adopt an ethical system that emphasises inclusivity in future naming. UCL to consider</i></p>	<p>An initial examination of named spaces on the UCL estate was passed on to the UCL Naming and Denaming Committee for a thorough analysis, which is now under way.</p>

<p><i>whether all the named spaces are consistent with its values and missions, and appropriate for the 21st century (Inquiry)</i></p> <p><i>UCL must conduct a comprehensive review of all commemorative names used within the UCL estate, using its open and transparent process for Naming or Renaming of University Buildings and Spaces (MORE Group)</i></p>	<p>The Committee will report on its conclusions through its chair to the President & Provost in due course. The Department of Genetics, Evolution and Environment renamed the Fisher Centre (named for RA Fisher) to the UCL Centre for Computational Biology in summer 2020, and has provided explanatory text under the heading 'Fisher, eugenics and race' on its website to explain the renaming.</p>
<p><i>UCL must work towards removing Galton's name from other assets associated with the university, such as the Galton Collection and the Galton Professorship. It must communicate clearly that a Galton Laboratory and a Department of Eugenics no longer exist at UCL (MORE Group)</i></p>	<p>The current holder of the Galton Professorship is proposing that the Chair should be denamed and this will be progressed through the appropriate channels. . The Response Group considers that the name of the Galton Collection is factual rather than a token of honour and aids identification and access to the collection, so does not propose that it should be renamed. Activities to raise awareness of and engagement with the history of eugenics at UCL (described below) will support communication that the Galton Laboratory and Department of Eugenics no longer exist at UCL.</p>
<p><i>UCL to create and invest in a Pipeline to Promotion scheme to improve BAME and disabled representation at senior levels; should include a review into BAME staff retention and a review to identify BAME and disabled staff who have been at the same level for more than five years (Inquiry)</i></p>	<p>The Race Equality Implementation Group will take forward this recommendation relating to BAME staff. A similar Disability Equality Implementation Group will be created to address issues related to disabled staff (further details above).</p>
<p><i>UCL to try harder to recruit and retain staff and students from BAME, disabled and other targeted groups – eg through provision of research scholarships for groups who were the target of eugenics (Inquiry)</i></p>	<p>The Race Equality Implementation Group will take forward this recommendation relating to BAME staff. In considering this recommendation and the one above in relation to the experience of disabled students and staff at UCL, the Group also heard a submission from the Disability Equality Steering Group and the Disabled Students' Officer describing the barriers faced by people with a disability at UCL. The Group agreed that a sustained, joined up focus on the experience of disabled staff and students was required and that this should be a key outcome of UCL's response to the Eugenics Inquiry.</p>
<p><i>UCL to use equality data and evidence to design interventions and invest in the development of measures for disadvantaged socio-economic groups (Inquiry)</i></p>	<p>Evidence presented to the Response Group about unequal access and participation by different social groups at UCL identified attainment as one of the greatest barriers for</p>

	<p>students from disadvantaged socioeconomic groups, with UCL’s contextual offer scheme (launched in September 2018) a key tool to overcome that barrier. The Group strongly agreed that UCL should be more ambitious about contextual offers with appropriate enhanced support within departments for students who enter UCL under the scheme. The Group proposes that the Access and Participation Steering Group is given a strong mandate by UCL’s Senior Management Team to rework UCL’s contextual offer programme.</p>
<p><i>UCL must ensure all students and staff have abundant avenues and opportunities for developing their own sense of belonging within our community and estate. UCL must ensure robust mechanisms exist to lower barriers to belonging, such as through continued support for the BAME Awarding Gap Project (MORE Group)</i></p>	<p>Recommendations made by the Race Equality Implementation Group include a range of actions to mainstream race equity at UCL, including addressing the degree awarding gap. The Disability Equality Implementation Group will lead similar work focused on disability. Responses to other recommendations, in particular exhibitions and engagement programmes, will improve visibility of diversity at UCL.</p>
<p><i>Committee on UCL Museums to be tasked with critically and creatively working with collections related to eugenics at UCL, UoL and elsewhere to develop and exhibition in a publicly accessible space; must include BAME and disabled representation as decision-makers from UCL and beyond (Inquiry)</i></p> <p><i>Working in collaboration, UCL Library Services and UCL Culture must develop a major permanent exhibition on the history and legacy of eugenics at UCL. The exhibition must include student-led elements, and the exhibition must be developed in consultation with representatives of groups targeted by eugenics. It must also involve UCL units with historical associations to eugenics in UCL, such as Statistical Science, GEE, Psychology and Language Sciences, units in education, units in medicine and so on. This could include collaboration with sister institutions in Bloomsbury (MORE Group)</i></p>	<p>Through consultation with experts in UCL Culture, the Response Group concluded that a single permanent exhibition would not be the best way to fulfil this recommendation, due to the static nature of such an approach. Instead two task & finish groups were set up alongside each other: (1) to develop a proposal for an ongoing, evolving co-created exhibition and engagement programme able to explore different aspects of the legacies of eugenics and to respond to emerging concerns and issues and (2) to develop a proposal for a public artwork to respond to the recommendation for a permanent visible memorial</p> <p>The two plans were merged and the combined plan will bring together a range of events and other engagement opportunities, as well as a digital hub for evolving content exploring the legacies of eugenics. Details of this plan are provided in appendix 1, page 15.</p> <p>Investment: Public art: £286,925 Exhibition and engagement programme: £284,222 (across three years) Digital hub and associated activity: £112,600 (across three years)</p>

<p><i>UCL must increase the capacity of UCL Special Collections and UCL Records Office for managing and making available collections related to the history and legacy of eugenics at UCL. This might include hiring additional staff, modernising its online interface, expanding the range and number of digitisation projects, and support for researchers at entry level. We want more capacity for more people to undertake more types of research into legacy issues, and we want to ensure those currently outside our community are included too (MORE Group)</i></p>	<p>Collections relating to eugenics, including Galton and Pearson, are catalogued, digitised and available online, and collection managers are expert in communicating the challenges of these collections with different audiences. Physical reading rooms with free public access are also available and signposted clearly online; these are also used by Records Office and cover the whole of the collections. The team works with academic staff to develop collection-based teaching and liaises regularly with UCL Culture to support exhibitions and other activities, as well as planning and putting up its own exhibitions.</p> <p>However access to UCL Records Office, which holds material related to the history of UCL, is more challenging; records are listed and can be found but there is currently no granular cataloguing of contents. Cataloguing records related to eugenics has been identified as the most direct way of meeting this recommendation and making records more easily available (this will also be important for meeting the recommendation about exhibitions and engagement) and therefore the Group proposes the creation of a three/four year grade 7 Cataloguing Archivist post to catalogue these records.</p> <p>Investment: £146,157 over three years</p>
<p><i>UCL should engage with its history and ensure all students and staff have multiple opportunities to learn from it – eg annual lunchtime lecture (Inquiry)</i></p> <p><i>UCL must ensure all UCL staff and students can develop knowledge and understanding concerning the history and legacy of eugenics. This must consist of more than single points of contact or one-off events (MORE Group)</i></p>	<p>In addition to activities to expand awareness and engagement through a programme of exhibitions and engagement (including annual lunchtime lectures) and through teaching and learning (details below), the Response Group proposes that UCL’s history of eugenics is incorporated into the Introductory Programme, part of the induction for all new students to UCL. This would provide an overview of the subject and a jumping off point to explore further. The Group also recommends that content created for the Introductory Programme is used as part as the induction programme for all new members of staff joining UCL. The Introductory Programme are developing this content with the aim of including it in the 21-22 iteration of the programme.</p> <p>Investment: £19,260</p>

<p><i>UCL to improve ability to investigate its institutional history through investment in enabling BAME, disabled and other groups targeted by eugenics to become experts and investment in its archives and collections, museums and libraries (Inquiry)</i></p> <p><i>UCL must improve the ability for investigation of its institutional history through investment in enabling people from groups targeted by eugenics to become experts in this area, if they choose to do so (MORE Group)</i></p>	<p>This recommendation will be fulfilled via actions in response to other recommendations, in particular investment in UCL Records Office, exhibition and engagement programme, student and staff induction, and teaching and learning related to eugenics. The Race Equality Implementation Group report also supports the objectives of this recommendation through recommendations that foster research in the area of race, racism and the legacies of eugenics.</p>
<p><i>UCL to be proactive in fostering research in this area at doctoral and post-doctoral level and fund resource for it – eg through investing in staff in the Sarah Parker Remond Centre (Inquiry)</i></p> <p><i>All UCL students to be encouraged to value critical engagement with the history of the methodologies they are studying and intend to apply; UCL students to graduate as ‘global citizens’ engaged with the real world and familiar with the implications of scientific theories and practices on the real world, rather than as abstractions from society (Inquiry)</i></p> <p><i>Problematic histories like eugenics to be taught more from critical perspectives; all students and staff must be exposed to the history of eugenics and consequences for its targets. Teaching and discussion to be clearly signposted so that as far as possible a safe and inclusive space exists for debate and discussion; HoDs made responsible for ensuring, through Teaching and Learning Committees, that sensitive material is taught in a non-offensive and fair way (Inquiry)</i></p> <p><i>Creation of All-Faculty Working Group comprising staff and students to design ways to ensure all UCL graduates know and understand UCL’s history of eugenics. HoDs to determine whether this will be a compulsory module for all first years. Working Group to include experts from all disciplines including archives and curation to encourage a variety of engagement, inc visual, oral and written; creation of some kind of permanent outreach (Inquiry)</i></p> <p><i>All UCL departments to consider how to incorporate critical diversity teaching on the</i></p>	<p>A task and finish group has explored all recommendations related to teaching and learning, and made a holistic proposal for a three year programme of activity coordinated by the Arena Centre to embed teaching and learning about eugenics-related issues in departments in a relevant and appropriate way. This includes funding for an Associate Professor (Teaching) role to support departments to develop expertise in teaching challenging histories and reflect the commitment to critical engagement, and funding for Changemakers projects on eugenics and its legacies, which support students and staff to work together to enhance learning experience, for every department. Further details are in appendix 2, page 19.</p> <p>These proposals require further careful work, which will be led by the Associate Professor (Teaching), in consultation with key stakeholders such as Academic Board.</p> <p>The Race Equality Implementation Group report includes a suite of proposals related to curriculum and pedagogy; the two sets of proposals are complementary and will be implemented holistically. It has also proposed the creation of three post-doctoral roles in the Sarah Parker Remond Centre to specialise in research on race, racism and the legacies of eugenics.</p> <p>Investment: £354,272 over three years (this is separate from costed proposals made by the Race Equality Implementation Group)</p>

<p><i>history of eugenics into their curriculum – HoDs to set out action plan; “AIG” created to oversee recommendations to establish online pool of supportive teaching material (Inquiry)</i></p> <p><i>Departments must devise action plans for all teaching programmes to engage critically with the history and legacy of eugenics at UCL. UCL must develop a collective pool of resources to support this teaching and learning. Action plans must be reviewed within regular quality assurance mechanisms, such as teaching committees, consultation with student representatives, annual monitoring reviews, and external examiners (MORE Group)</i></p> <p><i>UCL must facilitate research into histories and ongoing legacies of eugenics, over and above any repurposed funds, encouraging substantial involvement from those outside our community and encouraging research that challenges the status quo. Due care must be given to support related multi-faculty research within UCL (MORE Group)</i></p> <p><i>All departments to devise action on dealing with eugenics – eg on dept web pages; HoDs required to submit plan of action (Inquiry)</i></p> <p><i>All departments must devise action plans to describe and reflect upon how they, their predecessors and their disciplines participated in the history of eugenics. Action plans must be approved by executive deans and made available to the department’s staff and students. Action plans should be sent to Students’ Union UCL to aid their monitoring of the subject. UCL must support this initiative with the provision of dedicated resources such as a project officer. Departments with strong historical links to the history of eugenics at UCL should be prioritised (MORE Group)</i></p>	
<p><i>UCL should repurpose funds linked to Galton’s will. Funds to be used for:</i></p> <ul style="list-style-type: none"> <i>• Expansion of opportunities at UCL for those targeted by eugenics – eg scholarships, Library Fellowships, lectureships or research programmes, post in Students Union for disabled students, creation of accessible funds, for eg hiring BSL interpreters at events,</i> 	<p>There was strong agreement within the Response Group that funding related to eugenics should provide restitution to those targeted by it by opening up opportunity and addressing underrepresentation, and that the most effective way to do this is via financial support for scholarship at PGR level and above (scholarships, studentships, fellowships, etc).</p>

<p><i>Student Liberation Officers, PhDs in Race studies</i></p> <ul style="list-style-type: none"> • <i>Commitment to fund Sarah Parker Remond Centre for at least 10 years</i> <p>(Inquiry)</p> <p><i>UCL must undertake the repurposing of funds linked to Galton’s benefaction to the university. This must support reflective work on our history and ongoing legacies of eugenics. We strongly recommend repurposing aimed towards expanding new opportunities at UCL for those in groups once targeted by eugenics policies. This is support for people. In addition, we strongly recommend repurposing aimed towards supporting research that addresses contemporary forms of discrimination and prejudice. This is support for subject matter. These must extend beyond business as usual existing commitments. Expanding opportunities should include but not be limited to:</i></p> <ol style="list-style-type: none"> <i>1. New academic scholarships to increase participation and reflection</i> <i>2. Increasing the capacity of Students’ Union UCL for representing the interests of individuals in these groups</i> <i>3. Improving accessibility in all its forms (eg increasing the capacity of UCL to provide BSL interpreters at university events) and supporting work towards achieving the Disability Standard for UCL</i> <p>(MORE Group)</p>	<p>Funds repurposed from the Galton Professorship Fund should not be limited by subject or department and will build on activity at UCL to address academic underrepresentation and support early research career development for people who are disabled or from BAME or lower socioeconomic backgrounds. Repurposing of this fund is subject to approval from the Charity Commission.</p> <p>The Eugenics Publication Fund will be renamed the Eugenics Restitution Fund, which will provide financial support for scholars at PGR level and above in the discipline of human population genetics. This is aimed at creating greater diversity and therefore greater diversity of thinking, perspective and approaches in a field that has direct historical links to eugenics, ensuring that targeted groups are fully engaged in writing its future. This financial support would be reserved for disabled scholars and those from BAME or disadvantaged socioeconomic groups (subject to approved use of positive action). Part of the fund will also be used to support critical eugenics education for students of human genetics and related disciplines. This fund is not directly linked to Galton’s bequest and therefore does not require Charity Commission permission to be repurposed.</p> <p>Full details of the Galton-related funds to be repurposed are in appendix 3, p21.</p> <p>Legal advice: £3,980-£5,280</p>
<p><i>Spaces and procedures at UCL to be fit for purpose to support access and wellbeing:</i></p> <ol style="list-style-type: none"> <i>1. Ensuring microphones in lecture theatres always work</i> <i>2. Investment in improved race and disability awareness training for all staff</i> <i>3. Promotions criteria that are accessible (eg attending international conferences can be difficult if disabled)</i> <i>4. On-campus support and also external services, particularly to deal with micro-aggressions and depression linked to experiences at UCL</i> <i>5. Redesigned exit form to ask for more specific information on reasons for withdrawal or dropping out; monitor and review existing data</i> 	<p>Issues relating to access and equity for disabled staff and students will be addressed by the Disability Equality Implementation Group. Issues relating to racialised bias are addressed by the Race Equality Implementation Group, including recommendations on responses to complaints, equity training and race equity impact assessment. The UCL HR Policy group is developing an exit survey and commits to annual reporting by protected characteristics to faculty and division heads. The recommendation of an Independent UCL Misconduct Committee is highly similar to a proposal made by the Academic Board Working Group on Racism and Prejudice, currently being considered by a group led by Professor Sasha Roseneil.</p>

<p>6. <i>Create Independent UCL Misconduct Committee to oversee a review of current systems for anonymous reporting and mediation, consider ways to strengthen initiatives such as Full Stop and Report and Support, ensure students can make complaints safely and develop a system to make HoDs responsible for acting on an accumulation of complaints</i> (Inquiry)</p> <p><i>UCL Estates must consult staff and student groups to identify factors impeding access to all resources of the institution. UCL Estates must report to the Provost within one year on an action plan for how these will be rectified. Broken and inadequate physical infrastructure are much too frequently cited as impediments for those with disabilities in our community</i> (MORE Group)</p>	
<p><i>UCL to convene symposium on the Race and Disability Gap Index (similar to World Economic Forum Gender Gap Index)</i> (Inquiry)</p>	<p>An online symposium will be convened by EDI and HR in 2021 addressing the race and gender gap; this will be expanded to include disability in years 2 and 3. All symposiums will be inclusive of BSL interpretation.</p> <p>Investment: £9,000 (over three years)</p>
<p><i>UCL to embed teaching and learning of Britain and Empire in schools in the UK; for eg through posts in relevant UCL centres such as the Sarah Parker Remond Centre</i> (Inquiry)</p>	<p>The Race Equality Implementation Group recommendation: the Sarah Parker Remond Centre, the Centre for the Study of Legacies of British Slave Ownership and Institute of Education with the support of the EDI team to host a conference in the 2021/22 academic year bringing together teacher educators, teachers and school leaders.</p> <p>Investment: £3,000</p>

Appendix 1: Exhibitions, engagement and a public memorial

The Exhibition & Engagement and Public Art Task & Finish Groups recommend the development of a co-created exhibition and engagement programme that will bring together researchers, local community members, students and artists. This proposal addresses the clear recommendations from the Inquiry into the History of Eugenics at UCL: to develop visible, meaningful activities to promote greater awareness of, and engagement with, the legacies of eugenics at UCL and to ensure targeted groups have a platforms to explore and share their experiences. This work will also serve as a demonstration that the UCL community is facing and learning from its history in an ongoing, dynamic way. It consists of:

- the creation of a permanent and dynamic contemporary memorial located at UCL Bloomsbury Campus;
- a three-year public exhibition and events programme;
- a digital hub on the UCL website, which will be home to co-created activity including podcasts, learning resources and documentation of exhibitions and the memorial.

Developing the programme

The Inquiry originally recommended a permanent exhibition; based on expert advice, the Response Group agreed that a changing programme of events and exhibitions would be a better way of meeting the objectives of the recommendation rather than a single, permanent one. However, the issue of permanence was felt to be extremely important, and the group agreed that a permanent artwork or memorial with contextual information should be commissioned alongside the events and exhibition programme.

This work will be supported by UCL Culture's Museums and Cultural Programmes team, working with three community groups over a three-year period (and beyond in the case of the memorial work which, though permanent, will be designed with a potential for change). The core programme will be designed to work thematically with other departments, such as UCL's Lunch Hour Lectures produced by CAM.

The communities we work with will steer programme content. This will be achieved through the establishment of an Audience Advisory Panel and a Memorial Working Group. Community ambassadors, who will be paid, and student representatives will play an important part in guiding the programme, with the full panel advising on the scoping and connecting of appropriate researchers, community groups, and artists to be involved in the co-creation. The Memorial Working Group will oversee the appointment process for the artist to develop the memorial with academics and students from the Slade School of Fine Art, and the Audience Advisory Panel will also take the lead on the ongoing animation of the artwork.

The structure of the two advisory groups reflects UCL's commitment to ensure the voices of those targeted by eugenics are appropriately represented in UCL events and wider activity. UCL Culture will make a commitment to maintain the Audience Advisory Panel as a legacy of the project. Any elements of the programme not delivered through co-creation would be produced by UCL Culture with the guidance of the Audience Advisory Panel.

Two student roles will be recruited each year of the programme, to support development and delivery, providing opportunities to build skills for their future career. Students will also sit on the two management panels, and student journalists will be recruited to support the creation of digital content documenting the programme.

Students and academics from the Slade will play a key creative role in the development of the permanent memorial. The lead member of staff from the Slade will ensure that UCL students benefit from this project, providing them with professional skills and real-world experience of developing a commissioned piece of public art.

Researchers from many departments across IOE, Institute of Advanced Studies, Arts and Humanities, Social and Historical Sciences, The Bartlett School of Planning, and UCL Migration Unit will be invited to share current, relevant research within the co-creation process.

Subhadra Das is currently seconded as Researcher in Critical Eugenics in the Sarah Parker Remond Centre to understand the breadth of research across UCL in this area. This work will help to inform collaborations that will support the content of exhibits and events, and will inspire creative interpretation within artists.

The result will be very different resources, which can be captured digitally and used by researchers for teaching, and UCL Culture's expertise in creating teaching resources can help deliver Connected Learning around this content.

We will involve artists and creatives that the communities determine or appoint from a selection recommended by the wider team. Poets, dancers, visual artists, musicians, or other creatives could be involved, potentially from Slade alumni or students.

It is important that the artists and groups we work with, as well as the project manager, are from communities that were targeted by eugenics and can bring their own lived experience to this work. It is also likely that people from these communities are underrepresented in the arts sector, and this represents an opportunity to support career development and visibility for these groups.

The memorial will be developed through a collaborative process led by an artist, in partnership with Slade academics and students. Supported by the Slade, the artist will co-create a programme of engagement with UCL researchers, students, and external partners to hear the voices and experience of those affected by eugenics.

Digital hub

CAM and Digital Presence colleagues will develop a digital hub on the UCL website, which will give people the chance to engage virtually with the university response to the history of eugenics: through our research, artistic and creative work, and participation with the public. It will complement the physical activity taking place on campus, including the memorial, events and exhibitions described above, and will be able to host a range of content being developed through the UCL Eugenics Inquiry Response Group (e.g. learning resources). Creating a vibrant, user-friendly experience online will be particularly important as the pandemic continues and opportunities for people to visit UCL in person may be limited.

The digital hub has the potential to become a nationally and internationally recognised resource for information about the history of and research into eugenics. As well as providing materials for UCL teaching, content on the hub can be shared with schoolteachers, prospective students and members of the public around the world.

The digital hub will draw together the range of activity related to eugenics at UCL in one place. The content and tone will be accessible for non-specialist audiences, both within the UCL community and the general public. It will focus on the current research, artistic responses and public engagement taking place at the university right now, while also being

open and transparent about UCL's links to eugenics, including the Inquiry into the History of Eugenics.

The aim of the digital hub is to give audiences an equivalent but different experience to visiting an exhibition or event in person. Rather than simple documentation of the activity (e.g., filming a live event), all the content on the hub will work independently for audiences who aren't able to experience activity on campus. Examples of this content might include podcasts, short films, poetry and digital artwork which will be specially commissioned to appear on the website.

This follows the recent example of the acclaimed *Displays of Power* exhibition at UCL's Grant Museum of Zoology; rather than documenting the exhibition with a straightforward film of the museum, UCL Culture commissioned Nigerian British writer Yomi Sode to write a [new poem](#) in response to the exhibition, which was published on the website. This gave online audiences the opportunity to experience the themes of the exhibition in a much more direct and moving way and will continue to do so long after the physical exhibition has closed.

The digital hub will be a microsite on the UCL website. It will function like [UCL's COVID-19 Research hub](#), which combines original content and links to content across the university website. We will also draw inspiration from [UCL's Centre for Holocaust Education](#), which supports classroom teaching using contemporary research.

The microsite will need to be flexible enough to showcase the work of UCL staff, students and members of the public as it develops. We propose to create a framework that can adapt to contain a range of different content and rich media, and which can be updated frequently as activity develops over time. Initially we have planned for up to three years' activity. Some development work will be required to ensure that the microsite is both technically able to present this range of creative content, and that it is as user-friendly as possible. It is especially important that the microsite is fully accessible for all users, given that disabled people are one of the primary groups marginalised by eugenics; using best practice in this area is one way UCL can demonstrate how we are prioritising the needs of disabled people.

Building on UCL's track record of award-winning podcasts, which have been listened to by hundreds of thousands of people around the globe in the past 12 months, we will commission an 8-part podcast series about eugenics. This will be hosted on the digital hub and promoted through popular podcast platforms such as Apple and Spotify. The content and tone will be accessible for non-specialist and non-UCL audiences (as well as members of our community), so it can act as a hook for these audiences to find out more about UCL's full programme of activity through the digital hub.

The series will develop the ideas first explored in [Living with Eugenics](#), UCL's one-off podcast episode that was released in February 2020 to coincide with the publication of the findings of the Inquiry into the History of Eugenics at UCL. To date, over 1,400 people have listened to this initial episode.

Each new episode will feature a mixture of:

- academic guests, speaking about their work that critically considers eugenics and its impact on an area of modern life.
- participants in UCL's public engagement programme, sharing their experiences and how they feel the legacy of eugenics affects them.
- artists, presenting or talking about their creative response to the history of eugenics.

Developing the podcast into a full series will provide an opportunity to explore more aspects of eugenics and feature a wider range of voices, including people who have been disadvantaged by the legacy of eugenics, for example due to their race or disability.

We will work with students and participants in our public engagement programme to create further rich media content, such as written accounts of their experiences, films and animations. The form will depend on the activity and wishes of the participants.

Appendix 2: Education and Learning

The Education & Learning Task & Finish Group considered a suite of inter-related recommendations focusing on how eugenics-related issues and subjects are taught at UCL.

Resources and design

The recommendations include reference to the creation of an 'Action & Implementation Group' (AIG), which should draw from the members of the Commission of Inquiry and report to Academic Board. The responses proposed by the T&F group assume that this will be created, and that it will be able to provide oversight for the work recommended here.

The Working Group should include representation from:

- Staff and students in the departments most closely associated with eugenics and its legacy;
- Groups at UCL representing those affected by the legacies of eugenics, such as Enable@UCL, Out@UCL, the Neurodivergent Staff Network and RaceMatters@UCL.
- Departments with expertise in teaching problematic histories or sensitive topics, including the UCL Arena Centre; and
- Areas with expertise that would help take forward actions relating to Education, including the Students' Union, and UCL's Open Education repository.

At a minimum, the collection curated through this work should include resources created by the [Liberating the Curriculum Working Group](#), the [Inclusive Curriculum healthcheck](#), and the toolkit created by the [BAME Awarding Gap project](#), as well as resources and approaches identified by departments as part of their action plans.

The Working Group should ensure that resources can be discovered through [OpenEd@UCL](#) or a similar single point of access. Protocols should be established so that this collection can be updated and expanded over time, in dialogue with the work scoped out by the Exhibition and Engagement Task & Finish Group.

Teaching

Recommendations relating to teaching were felt to strengthen existing commitments in UCL policy, for example in the UCL 2034 strategy, by bringing UCL's wider commitments to criticality and global engagement to bear on its history of involvement with eugenics and its legacies. However, the recommendations go beyond existing policy, and require more systematic action than can currently be met by optional provision such as the [global citizenship programme](#).

The Task & Finish group recognised that UCL already has expertise on how to teach problematic histories. This should be reflected in the composition of the All-Faculty Working Group, and departments will be invited to identify further examples through their action plans. The UCL Arena Centre is well placed to share these case studies of good practice. A student intern should be funded to turn the departmental submissions into examples suitable for inclusion on the Arena Centre web site.

Some recommendations refer to the development of a compulsory module; the All-Faculty Working Group should take a view on whether the development of such a module should be undertaken as a cross-departmental initiative, in view of the level of interest indicated in this by departmental action plans.

It is clearly important to signpost a commitment to create a safe and inclusive space for education about eugenics and its legacies, as well as other sensitive issues. A protocol should be developed under the guidance of the All-Faculty Working Group, covering expectations around student and staff conduct, protocols for dealing with any incidents that arise and a briefing document that outlines and explains acceptable and unacceptable language. As part of this, HR should provide guidance covering the support available to staff in the case of a complaint when teaching problematic histories.

Action plans and accountability

Addressing these recommendations requires departments to reflect on their histories and take action to address the legacies of eugenics. The T&F group recognized that historical involvement with eugenics varies across the institution, and sought to balance locally-led commitments with top-down encouragement, support and accountability.

All Heads of Departments should take responsibility for an action plan that engages critically with the history and legacy of eugenics at UCL. The plan should be developed in the coming year, submitted to the Dean for approval and then passed on to the All-Faculty Working Group. The All-Faculty Working Group will consider the adequacy of departmental plans, identify whether there are common challenges that require more systemic action, and also can advise departments about resources or support that may be available to help them take action. An Associate Professor (Teaching) should be appointed for the three-year duration of the project to work with the All-Faculty Working Group on the collation, development and promotion of departmental action plans, and with the UCL Arena Centre on the development and provision of development for staff in relation to teaching about eugenics and its legacies. Priority should be given to supporting departments with the greatest historical involvement with eugenics, or departments most detrimentally affected by its legacies.

Staff education

Staff may not have the experience or expertise to teach about eugenics and its legacies. The All-Faculty Working Group should work with the Arena Centre to provide guidance and development opportunities for staff, including a protocol for creating safe and inclusive educational spaces.

Resources that already exist for teaching about eugenics and its legacies should be reviewed, curated and shared through [OpenEd@UCL](#) or a similar discovery platform. Staff should be encouraged to draw on this collection, and assured that the resources and protocols been reviewed by UCL and are considered suitable for teaching problematic histories, and that they reflect our commitment to critical engagement.

Appendix 3: Galton bequest

Galton Professorship of Eugenics endowment

Galton bequeathed £40,000 (the residue of his estate) in 1911 to establish a professorship of eugenics, with Pearson as the first holder of the position; the chair was renamed 'Human Genetics' in 1963. The fund is not used to cover any costs relating to the current postholder, and there is no indication that the fund has been drawn on since 1999, which is as far as UCL records go back. In July 2018, the fund was worth £283,532 and it generates £6.6-7k annually.

Galton endowment

No historical records have been found for this fund, and it merged with the Eugenics Publication Fund in 2007. At the time of merger it was valued at £13,692.

Eugenics Publication Fund

Dating back to 1950, this fund was set up to receive the proceeds of sales of eugenics publications (it is not clear which publications contributed to the fund; records in the University of London archive are not available at time of writing). At 31 December 2020, the fund was worth £681,711; it generates around £11,500 annually.