

## **EDI Committee Meeting**

### **12 October, 2-4 pm**

**Present:** Francesco Caselli (FC, Chair), Gilat Levy (GL), Nava Ashraf (NA), Maitreesh Ghatak (MG), Dimitra Petropoulou (DP), Lorna Severn (LS), Joe Hazell (JH).

**In Attendance:** Andy Wilson (AW)

That chair welcomed Joe Hazell to his first meeting of the EDI Committee. The minutes of the meeting from 5 May 2023 were approved.

#### **1. Junior Recruitment**

The Committee discussed whether to recommend to the Department Committee that the Department continues to adhere to the current strategy for junior hiring with respect to EDI (Equality, Diversity, and Inclusion) targets.

It was noted that the Junior Recruitment Committee had been instructed that this year's search would not be field specific.

It was confirmed that the current job advertisement positively encourages applicants from under represented backgrounds to apply.

Committee will recommend to the Department Committee that the Department retain a strategy of ensuring a targeted representation from applicants with a protected characteristic at shortlisting, flyouts and offer stages.

#### **2. EDI Committee**

The Committee discussed the recent correspondence from members of the Department regarding the composition and effectiveness of the EDI Committee and the School's decision to no longer partake in Stonewall Workplace Equality Index and Diversity Champion's schemes.

The Committee also discussed the terms of reference and membership of other EDI committees from other Departments and outside the LSE. It was noted that the establishment of an EDI committee was currently voluntary within Departments at the LSE and that not all Departments have an EDI Committee.

The differing perspectives on the role of the EDI Committee could be summarised as following between two extremes

- a) A governance organ of the department that implements consensus views.
- b) An advocacy entity that aims to challenge the Department to move towards greater inclusivity.

The prevailing view was that the EDI committee should find a balance between these two: the committee should be willing to make arguments to shift the consensus, but be sensitive to the balance of existing opinion and not try to force steps which cannot realistically garner widespread support.

There was a consensus view that the Committee should seek to consult on its terms of reference and membership. The proposed consultation should be considered at the next Department Committee and ,if approved, the consultation responses would be presented to the following meeting alongside a proposal for the future Terms of Reference and membership.

In the interim the committee wanted to make progress on some of the proposed actions set out in the correspondence that had been received.

These actions included

- Communicating to the wider Department that there was an existing provision of eight gender neutral toilets within SAL
- Identifying opportunities to better signpost existing facilities, to expand the number of gender neutral toilets and to ensure adequate provision of sanitary products in all toilets
- To suggest to DICE (Diversity and Inclusion in Economics) that in their curriculum review initiative they extend the range of their inclusive examples, including those related to LGBT discrimination.
- To continue with the creation of an Economics of Equality and Inclusion course
- To write to the School Management Committee to query what action, if any, had been taken to reassure staff that an adequate action plan had been put in place since leaving the Stonewall Diversity Schemes.

### **3. LGBTQ+ Coffee Social**

A proposal was received to establish a weekly LGBTQ+ coffee social within the Department of Economics. This initiative aims to create a safe and inclusive space for LGBTQ+ staff, students, and allies to connect, share experiences, and build a supportive community within the department.

The proposal was endorsed by the Committee and the Department Manager was tasked with liaising with the staff members who had submitted the proposal to provide them with the necessary resources and support.