



Queen Mary
University of London

15th October 2020

Re: Request for release of the full QMUL Inclusion Report with Appendices (2020)

Dear Phillippa Lloyd and Sheila Gupta,

QMUCU are writing to follow up on our previous requests for the release to QMUL staff of the full QMUL Inclusion Report (2020). This request to make the QMUL Inclusion Report (2020) more widely available has already been made on the following occasions:

- 14th August 2020 EDISG meeting: Request made during the meeting by several different members of the EDISG
- 25th August 2020: Request sent by email by UCU to Sheila Gupta on behalf of the UCU Anti-Racism Working Group
- 16th September 2020: Request made by EDISG members at EDISG
- 7th October 2020: Joint Consultative Forum: Request made by UCU

Please could you provide us with the full QMUL Inclusion Report (2020) for university-wide distribution. We believe that the release of the full version of the QMUL Inclusion Report (2020) document would demonstrate the Senior Executive Team's (SET) transparent approach to making "*progress in relation to equality, diversity and inclusion (EDI): driving diverse representation at all levels, reducing differential attainment gaps for minority groups and creating cultures where diverse talent can thrive*" (Ibis, p.3). The sharing of the full QMUL Inclusion Report (2020) more widely would be an inclusive act in itself in creating a much greater awareness of the issues and problems we face at Queen Mary. An open and transparent approach would also enable greater awareness and assist in informing wider contributions and collaborations between staff and Faculty EDI committees.

While we welcome the decision to reverse the original decision not to publish the report at all (as reported by Sheila Gupta at the JCF on 7th October), we find it perplexing that you have told the EDI Steering Group that Appendices 1-6 will be omitted, thereby removing the testimonies from members of staff who participated in the focus groups. These appendices also include important analysis of the testimonies, outlining key strengths and risks facing Queen Mary. Furthermore, we have not received a clear response and justification for this decision. We do not

believe that 'anonymity' is a sufficient reason as the participants in the focus groups are not named. Respondents gave their informed consent to be interviewed and participated in the focus groups because they were led to believe that their voices would be heard and the report would be made more widely available so choosing not to do so at this stage raises serious ethical concerns.

The EDISG was established to affect real and lasting change. Phillipa assured the members of the EDISG that she will ensure that the new VP will look into the demands raised by black members and address the issues from the Focus groups in Ori's report. When asked what the next steps were for report after it was presented to the EDISG meeting on 14th September, members of the steering group were assured that this report (in its entirety) 'will then go to SET. Then it will proceed to council and council meets at the end of the month – thereafter we will have university wide consultation on it – including campus unions.' We strongly believe that the release of the complete version of QMUL Inclusion Report (2020) would demonstrate your "*clear commitment*" to addressing the "*need for universities to demonstrate progress in relation to equality, diversity and inclusion (EDI): driving diverse representation at all levels, reducing differential attainment gaps for minority groups and creating cultures where diverse talent can thrive*" (Ibid p.3).

Please could you confirm in writing that you have received this request and please could respond to our request by October 22nd.

We look forward to hearing from you.

Yours faithfully

On behalf of UCU Branch Committee