

Minutes of the 36th meeting of Advisory Council

Thursday 02 July 2020

A digital meeting via WebEx

Council Meeting 1 – Oversight

Present:

Honorary Officers					
CHAIR: Jane Findlay President		Adam White Immediate Past President		Carolin Göhler Vice President	
Steve Morgan HonTreasurer					
Elected Members:					
Catherine Birkin Elected		Anna French Elected		Diana Ispas Elected	
Peter Neal Elected		Wing Lai Elected		Louise Jane Martine Licentiate Rep	
Anna Penning-RowSELL Licentiate Rep		Cara Pedley Student Rep		Adrian Wikeley Co-opted - Chair College of Fellows	
Branch Reps:					
EofE	Catherine Bailey	NE	Kevin Johnson	SE	Alice Harwood
SW	Cynthia Filipiak-Szymborska	Y+H	Steven Sixsmith	NI	Paula Gillan
Scot	Rebecca Rylott	Wales	Mary O'Connor		
Committee Reps:					
EMC	Vanessa Ross	Tech	Bill Blackledge		
In Attendance:					
Dan Cook Chief Executive		Ben Brown Head of Policy & Influencing		Claire Winder Claire Winder	
Kate Owen Item B		Mary Karooma-Brooker Item 4		Samuel Perry Item 4	
Bridget Snaith Item 4		Akash Wadhawan Item 4			

INDUCTION SESSION

A. Welcome

Members of the Advisory Council joined the WebEx meeting. A special welcome was extended to President Jane Findlay (JF). Jane announced that there were 4 new Branch Reps, having recently held the Branch Committee Elections online for the first time. JF welcomed the new BrReps: Catherine Bailey (East of England), Alice Harwood (South East), Cynthia Filipiak-Szymborska (South West) and Steven Sixsmith (Yorkshire + Humber).

B. Induction

JF confirmed that the purpose of the induction session was to give everyone an overview of what it means to be part of the governing bodies of the LI. For returning members, it is a refresher and for new members it is an important introduction to Governance and the roles within it. JF handed over to LI governance consultant Kate Owen (KO) to lead the induction

Kate Owen shared the presentation which highlighted main points on:

- Good Governance
- The LI Governance Cycle

Members asked for confirmation on representing regions / devolved nations and for clarification on the extent of how far they should go to be 'representative'. KO confirmed that the key thing to remember is that once someone has been elected or appointed to Council or Board, the role is not to represent a particular group, but to act in the interest of the LI as a whole.

Action: *There was a request for the Branch Handbook to be reissued to the new delegates to AdCo, and Dan Cook (DC) confirmed that he would arrange a briefing / refresher session in August for new branch committee members.*

MAIN AGENDA ITEMS

1. **President's Welcome and Update**

DC confirmed that the Governance Review session that was due to take place on the 16 July will now be taking place on either 30 or 31 July

JF paid tribute to Adam White (AW) and thanked him on behalf of AdCo for all his hard work and contributions during his Presidency. JF then shared her vision for the next couple of years as President of the LI with key focus on:

- Climate and Biodiversity
- Inclusivity and Diversity

JF reminded AdCo that the new CPD Policy started on 01 July and includes a minimum requirement of 25 hours of CPD per year, of which 10 hours must be formal and 5 hours must be climate/ sustainability/ resilience or environmental net gain related.

2. **Branch Elections and Recruitment Matters**

DC spoke to the paper and advised that communications can go out to the wider membership around the results on Branch elections now that AdCo had been informed.

DC confirmed that Romy Rawlings had resigned from her role as Honorary Secretary leaving a casual vacancy together with 2 vacant independent trustee roles. Council supported recruitment for these roles led by the Appointments & Selection Committee (A&SC). Board have confirmed that they will be particularly reaching out and asking for diverse candidates for these roles, and will be proactive in encouraging diverse candidates.

DC recorded thanks to Romy for her contribution to the LI, especially for her work as Chair for the Diversity & Inclusion working group, and wished her all the best in her new role

JF recorded a vote of thanks to Romy

Decision:

Council agreed the recommendations regarding trustee recruitment and that Wing Lai should fill the A&SC vacancy

3. **Performance Report 2019-20**

The HonTreasurer Steve Morgan (SM) lead the presentation and spoke around the papers circulated on the LI performance report. Topics included:

- Performance and Achievements & Draft Annual Report.

- Year-end Financial Overview.
- Future Plans 2020-23.
- Quarterly Board Report.

The presentation and papers were noted

4. Diversity & Inclusion / Anti-Racism and Injustice

DC invited each of the Diversity & Inclusion working group (D&I) members in attendance: Mary Karooma- Brooker, Samuel Perry, Akash Wadhawan & Bridget Snaith to share their experiences and thoughts on Anti-Racism within the profession before opening up the discussion to the wider membership.

Key Points and suggestions:

- The LI have already started on developing a strategy for diversity and inclusion (The D&I group was formed in 2017)
- Actions and not words are what is being asked for now
- An LI Equality Policy needs to be put in place with measures in place to pick up on some of the issues that are currently being spoken about
- Black and ethnic minorities group within the LI membership are at a point where they are demanding to be heard and action needs to be taken
- The group have been discussing the idea of having a forum to enable discussions on things happening within the institute related to these issues
- The last event on Diversity & Inclusion was poorly attended, which led to the question; why are practices not engaging in this discussion?
- Employers hold a lot of responsibility to resolve this. There needs to be engagement with the leaders of businesses to participate in this
- Focus needs to be on emerging leaders and their work from diverse backgrounds

DC and JF praised the D&I guests for sharing their personal experiences, and highlighted that it is important to have these honest conversations. DC explained that there is an action plan in place which will be fronted by members of the D&I working group before inviting AdCo to share ideas on what more can be done as the LI, as a profession and an industry to tackle racism moving forward.

In order to speed up action JF suggested reaching out to branches to ask members in other regions to come forward to share their experiences and/or contribute to the action plan.

Action: *Branch Reps to accelerate an open invitation on behalf of Council to call for the wider membership from other regions to share their experiences/contribute to the action plan.*

5. Branch or other matters raised by Council.

No other matters were raised.

6. COVID-19 - What should a green recovery look like

Head of Policy & Influencing Ben Brown (BB) ran through the green recovery presentation and gave an overview as to why this issue is so important.

Key points and suggestions:

- To go along with this, we need some key example projects / national news headline worthy projects

- ii. We shouldn't lose sight of all the good policy that we've had, including the 25-year environment plan

7. October Strategy Sessions with Board of Trustees.

Proposed topics for strategy meeting October/November:

- i. Values and Culture
- ii. International Options

DC informed AdCo that an international working group had been started with the aim of looking at options on how to grow the LI and better support those working internationally – they would develop this over the next year engaging both internationally based members and UK members working multinationally. Members were invited to give their thoughts on any big strategic issues that should be covered over the next year.

AdCo were in agreement that Climate Change, BAME and COVID-19 are big issues to cover. DC agreed to cover updates on the LI's progress on these items also at the strategy sessions.

8. Any Other Business

- i. P2C exams – A few candidates had got in touch to say that they'd been having difficulties finding out what's happening with exams.

Action: DC to look into communication regarding P2C exams during the C-19 pandemic

9. Close

The meeting closed at 1545