

# LONDON CYCLING CAMPAIGN

## Board Meeting, 1<sup>st</sup> February 2021

By Videoconference

### MINUTES (Actions highlighted)

**Present:** Pearl Ahrens, Aidan Chisholm, Simon Clark, Sylvia Gautereau, James Heath, Stuart Kightley, Eilidh Murray, Kris Sangani, Sarah Strong, Christian Wolmar

**Apologies:** Terry Patterson

**In attendance:** Ashok Sinha (CEO)

#### 1. Welcome from the Chair

1.1 Eilidh (Vice Chair) took the chair due to Terry being absent because of illness.

#### 2. Declarations of Interests

2.1 None.

#### 3. Minutes of the 1<sup>st</sup> December Meeting (previously agreed by email) – Actions Tracking

3.1 Policy Forum priorities for 2020-2021: no specific areas were identified for development in relation to current campaigning priorities, but the Policy Forum is investigating a number of other policy areas that may be of use for future advocacy.

3.2 Kris apologised for his absence at the last meeting due to administrative hiccoughs.

**Action:** Ashok to clarify the phrasing of item 3.2 (AGM notices).

#### 4. Chair's Report

4.1 No Chair's Actions taken or matters arising.

#### 5. Staff Report – Matters Arising not covered by the Agenda

5.1 The Staff Report was noted.

5.2 Ashok updated the Board on the political situation regarding the controversial removal of the major cycle track in LB K&C and the LTDA's successful judicial review of the Bishopsgate scheme.

5.3 Ashok also fed back that a consultation would start soon with staff to understand people's experience of working remotely during lockdown and how much they would like to work flexibly in future once lockdown restrictions are lifted. This will feed into discussions of our future office needs.

#### 6. Reports from Committee Chairs

6.1 Reports from committee chairs were noted.

- 6.2 The Board acknowledged that the Policy Forum would be submitting a Micromobility Parking report for final review to the Board meeting on 1<sup>st</sup> June.
- 6.3 James asked that the Board take note of the reduced surplus now forecast for the current financial year (still ahead of budget).

## 7. KPIs for 2020-2021

- 7.1 The Board and Ashok discussed difficulties of capturing campaigns objectives in 2-3 KPIs (apart from at election time).
- 7.2 Ashok observed that campaigning performance could remain a narrative in relation to specified campaigns objections, with the rest of the KPIs forming a set of key indicators of the charity's health.
- 7.3 Stuart added that KPIs mean different things in different contexts - in the business world they are usually financial information – and that some key organisational metrics relevant to the health of the charity would be sufficient.
- 7.4 Kris encouraged the Board to also consider qualitative as well as quantitative KPIs, adding that KPIs should be realistic and achievable or else it would put unfair pressure on staff.
- 7.5 Simon also noted that some data (e.g. ethnicity data for the membership) is not yet being collected (albeit that this is being addressed now), so there is little point in setting firm targets on diversity at this stage. More broadly, the main thing is to establish "what does good look like?" in 12 months' time and use that as a benchmark.

**Action:** Ashok to work with the team to propose suitable metrics under the agreed headings and bring them back to the Board.

## 8. Campaigning for Parklets

- 8.1 Eilidh gave a presentation on parklets and how they can contribute to successful LTNs.
- 8.2 Their purpose is to rebalance mental and physical health, and increase quality of life in a community. parklets increase green space, aid biodiversity as well as wellbeing, and provide a space to sit and relax.
- 8.3 They started in California; the first London one was in Hackney.
- 8.4 There are commercial and community/guerrilla parklets, with the former often outside cafes and fairly standardised whereas the latter are very varied in design.
- 8.5 Commercial parklets often cost £30k, whereas community ones can be built for just a few hundred pounds, using reused/donated materials and people offering their time and skills for free.
- 8.6 Parklets can contribute to the success of LTNs by making the planters/modal filters more attractive as well as providing added amenity (such as seating and cycle parking). They also to improve the urban realm within the LTN. This builds appreciation of the benefits of LTNs and the likelihood of them being retained at consultation stage.
- 8.7 Everyone thanked Eilidh for her great presentation, and Eilidh offered to present at local groups.

## 9. Equality, Diversity & Inclusion

- 9.1 Christian summarised the actions that HRC recommends we undertake to make the organisation more representative of the diversity of Londoners. He also referred to the note from staff member Stewart Dring.
- 9.2 He added that Stewart and Terry are working on a redraft on the current ED&I plan, and that staff are discussing how best to collect the necessary data from members.

- 9.3 The Board discussed the propensity of different people to respond to diversity monitoring requests and the best way to collect large volumes of good data.
- 9.4 In response to Christian's questions about the previous plan, Ashok explained how a previous Board had decided that gender diversity was the initial focus area. The Board agreed that the debate had moved on, and that BAME representation should be addressed equally.
- 9.5 Ashok updated on staff decisions about how best to collect data (principally through a more general annual survey of members and working with local groups to do the same with their contact lists) explaining the rationale.
- 9.6 Stuart highlighted the important question of the diversity of the staff team; Ashok noted that some pro bono support regarding inclusive recruitment had been lined up.
- 9.7 Sylvia said that questions about occupation should be included as part of the member-wide survey.
- 9.8 Kris suggested that quotas should be considered for the Board in the future.

## **10. AOB**

- 10.1 The next HR meeting has been moved from 9<sup>th</sup> to 16<sup>th</sup> March. The Tuesday 22<sup>nd</sup> April date of C&AM is incorrect and will be checked.

The meeting was closed.

**DONM: Monday 29th March.**