

EDI Forum – Chair’s Report

1st February 2024

Associate Provost (EDI)

Since 1st September we have undertaken an ‘Active Listening’ exercise to experience and observe firsthand the many EDI-related activities and initiatives that are ongoing at the College. We have had the opportunity to meet with HoD, staff networks, student representatives and many of Faculty and departmental EDI committees within the College and discuss the issues that are important to their settings. It has been a pleasure to see the many examples of good practice embedded across College and these discussions have enabled us to start to proceed with refining our active EDI strategy.

Areas of interest include:

- **Recruitment, progression and retention** (Cluster hiring e.g. I-X recruitment model and Provost Visiting Professor Programme. How can we gain a better understanding of what works and why?)
- **Uptake and Impact of EDI training:** Who is engaging with EDI and how is this impacting the EDI landscape of the College.
- **Communicating EDI:** Is EDI best practice across the College being recognised by everyone or just those participating in the activities? How can we ensure that the wider COLlege community is aware and engaged with more inclusive practice.
- **Integration and Support:** Better collaboration between staff networks and departmental PCC / EDI committees to better utilise the available resources and increase impact of EDI across the College.
- **Recognition, Value and Reward:** Recognize and value EDI contributions, collate and improve uniformity of effort and level of recognition for those working on people and culture, EDI committees and staff networks, most of which is a voluntary collegiate effort.
- **Engagement and Trust:** Develop strategies that help to generate trust and greater engagement and inclusion within the College.

Key Initiative:

Recognising Diverse Excellence

Official Unveiling of Plaque for the Nobel Prize winning Physicist Abdus Salam Library, Monday 29th January with keynote speaker Professor Brian Cox. A historical one-day exhibition on Salam life being held in the Queen Tower Rooms, which will include his 1979 Nobel-Prize Winners Medal.

Provost Visiting Professor Programme

Applications for the 2024-2025 Cohort of the Provost Visiting Professor Scheme opened in Autumn of 2023 and closed on 8th January. Seventy-eight applications received equally distributed across FoM, BS, FoN and FoE. The longlisting process is ongoing, so we look forward to welcoming the successful candidates to the College in Autumn 2024.

Excellence Fund for Learning and Teaching: Tackling Racism within the Curriculum

This Excellence funding call received 21 applications with 3 being directly supported at the initial review phase. Discussion to refine and develop a further 3 collaborative projects are ongoing. This however is a good reflection of the appetite and desire to develop tools and strategies for greater inclusion and awareness within our community.

Transphobia Definition:

Since the summer of 2023, consultation around the Transphobia definition has been ongoing. After several iterations, we have a definition which is agreed by all communities. Consequently, a refined definition will be presented at the next People, Community and Culture meeting for approval.

Notable Successes:

Several departments have successfully renewed their Athena Swan Awards for Bronze, Silver and Gold.

With the forthcoming launch of the new College Strategy and Branding, we have an opportunity to embed the principles and values of Equity, Diversity and Inclusion into the fabric of the College. In our role of Associate Provosts (EDI) we are still listening but are now moving to the phase of develop intentional SMARTER targets to continue supporting everyone on our journey of change. We will endeavour to provide a clear vision, where EDI is seen as the beneficial agent of change that makes Imperial College the welcoming learning and working environment that we all want to be apart.

We are really looking forward to working closely with you.

Professor Lesley Cohen and Dr Wayne Mitchell
Associate Provosts EDI