

## **EDI Forum – Chair’s Report**

27 September 2023

### **Associate Provost (EDI)**

Since the 1<sup>st</sup> September 2023, the newly appointed Prof Lesley Cohen and Dr Wayne A Mitchell started their term as joint Associate Provosts for EDI. We would like to take this opportunity to thank Professor Stephen Curry for the tireless work in promoting and advocating for greater awareness, inclusion and practical application of EDI within the College during his tenure. We also thank him for the blueprint and wide-ranging scope of initiatives that he has passed on to us. Collectively and collaboratively, we will be working to ensure that EDI is embedded into the fabric of the College structures and commitments. Having been in post for just over three weeks, at the time of writing, it’s a time to reflect on where we currently are and plan strategically how we can make Imperial College a world leading institution for diversity and inclusion for all staff and student.

### **Active Listening**

We thank all the departments who have sent their specific action plans and priorities for the year ahead. We feel it is very important that we can identify the local priorities and determine how we can work together to find Beacon activities that will help to promote department, faculty and institutional change. As outlined in Professor Curry final Chairs Report there are some key principles that we must build upon, these being:

- To support the continued devolution of responsibility for EDI across the organisation
- To build a user-friendly EDI data infrastructure to support all academic and professional departments in delivering on their local EDI ambitions.
- To build confidence in the robustness of our approach to tackling bullying and harassment, which disproportionately affect staff and students from under-represented backgrounds.
- To continue to use our primary external benchmarking schemes (Athena Swan, Race Equality Charter (REC), Disability Confident, Stonewall Workplace Equality Index) to stress-test our support for women, minority ethnic people, disabled staff and student and the LGBTQ+ community.
- To ensure that EDI work is properly resourced.
- To improve the way that we communicate Imperial’s EDI work.

In our role of Associate Provosts (EDI) we recognise the need to listen to all voices, and to act with transparency of our purpose that aims to reflect the needs of our diverse community. 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