

## EDI Annual Report 2021-22

The outline below provides a summary of the most significant EDI activities in the past year.

The profile of EDI work at the College, which is guided by the [EDI Strategy](#), continues to rise. This is thanks to the efforts of a great many people at College, Faculty and Departmental level.

Two of the most notable pieces of work in the last twelve months have been the submission of an application for a Bronze Race Equality Charter mark (awarded in Autumn 2021) and the renewal of the College's Silver Athena Swan Charter mark (awarded at the end of July 2022).

Both these applications involve commitments to action plans, which are overseen by the EDI Strategy Group. In the past year, the College has also created action plans to address gender and ethnicity pay gaps, and to implement the recommendations of the Imperial Together working group; in addition, plans are being developed to address issues raised in the 2022 staff survey; we also have action plans associated with supporting LGBTQ+ and disabled staff and students.

There is work to do to integrate our various EDI-related action plans as far as practicable to avoid duplication of effort, to enable coherent priority setting, and to inform the design of the required data and information infrastructure.

The College is also taking care to navigate political and other discussions around EDI work, which will inform internal and external communications work. Our success makes us a more likely target of media and activist attention. However, our current trajectory allows us to tell a broadly positive story and as long as our EDI efforts remain focused on the welfare of our staff and students, I believe we can deal honestly and transparently with challenges to our mission.

The coming year would seem to provide an opportune moment to reflect on what has been achieved in the past five years and how the College should approach EDI work for the next five. The Assistant Provost (EDI) has now completed five years in the role and agreed to continue in post for one more year (AY 2022-23) and the College's first EDI Strategy, developed and published in 2018, should be renewed.

There has been a significant expansion of EDI work at Imperial. While there is widespread appreciation of the importance of this work and a broadly shared vision that much of it ultimately needs to be woven into 'business as usual' operations, it is always worth reviewing whether we are going about this in the most efficient and effective ways.

## Summary of EDI work – July 2021 to Aug 2022

### **REC and race equality work**

- Application for the Race Equality Charter (REC) was submitted July 2021; [bronze awarded](#) in Autumn 2021
- The application and action plan are [available on the College website](#).
- Now in implementation phase
  - Action tracker created
  - REC Self-Assessment Team reconstituted
  - New REC Coordinator appointed, Ms Alex Dawes, Nov 2021
- Progress to date:
  - Ethnicity pay gap reports published (action plans in development)
  - Scholarship funding in place for AY 2022-23
  - Black Postdoc network created (see below)
  - Council membership diversified
  - [Provost's Visiting Professor scheme](#), launched December 2021; first appointments imminent
  - PRDP review launched
  - [Communicating about ethnicity style guide project](#). Started Nov 2021, aiming to launch final guidance by end of Summer 2022
  - Publicised [Union Black anti-racism e-learning course](#)
- [IMPACT](#) development programme for minority ethnic staff
  - [7<sup>th</sup> cohort graduated September 2021](#) – 15 staff members
- Black Postdoctoral network [launched](#) in March 2022, co-chaired by Sarah Esselfie-Quaye, Crystal Vincent, Julia Makinde and Tanweer Beleil. The network held a successful symposium for Imperial researchers of Black heritage in June 2022.
- The College's [Alumni Relations team](#) are also working with alumni to establish a network for Imperial graduates of Black heritage.
- Statements on [Religious Tolerance](#) were published to offer definitions and guidance on anti-semitism and islamophobia, while emphasising the College's commitment to freedom of speech
- Initiatives to support Black or mixed Black heritage student in PG Research
  - Funded by Research England; led by Prof Sara Rankin
  - 40 fully supported scholarships and two-week research-intensive summer programmes in Biomedicine or Engineering in July 2022.
  - A Black Graduate Careers Conference took place on 23 June.
  - The Power of Mentorship event for Black postgraduate students will be launched later in summer 2022.

### **History Group**

- [Dialogue process](#) started October 2021, after History Group report published
- [President's Board response in February 2022](#)
- History Working Group formed to take forward implementation plans

### **Athena Swan and gender equality work**

- College submitted application to renew institutional silver award (under the Transformed Charter) at end of May 2022; this was awarded in July; the application and action plan are [available on the College website](#); an action tracker is being created
- [New Nursery, the Old Oak Early Years Education Centre](#), opened in October 2021, which provides for staff and student parents on our White City and Hammersmith campuses
- [Women at Imperial Week](#) held 7-11 March 2022
- Business School successful Bronze renewal was submitted in January 2022. First department to apply under the Transformed Charter; the one remaining Department without an award (Dyson School) is preparing to apply by end of 2022.
- PFDC projects launched with Research England funding, including a scoping report on 'What do women need to progress in academia?'

- Introduction of [Free period products](#). This was in response to issues raised within the EDI Forum (and by students) and builds upon initiatives launched in a small number of departments

#### Gender and Ethnicity pay gaps

- Both pay gaps are now [reported annually](#) in Sept
- Median [gender pay gap](#) reduced from 8.1 to 6.3% between 2020 and 2021
- Median [ethnicity pay gap](#) reduced from 9.4 to 8.2% between 2020 and 2021
- Faculty-led action plans are in development to close both gaps; we need to ensure this work is integrated with other action plans

#### Stonewall Workplace Equality Index

- Improved ranking in 2022; [now a top 100](#) employer
- College remains alert to the politics of interacting with Stonewall; text [clarifying our relationship with the organisation](#) was added to the College website in July 2022

#### Disability

- Kani Kamara and Susan Littleson took over as co-chairs of the Disability Action Committee (DAC) in the Autumn of 2021. They have reviewed the Terms of Reference, run a Review and Visioning session which culminated in a new Vision for DAC, an updated set of priorities and an action plan.
- Introduction of the disability passport – this is currently in the scoping phase where managers and members of the [Able staff network](#) are taking part in focus groups to flesh out their expectations and requirements of a passport (see video [here](#))
- [Calibre](#) remains a highly valued staff development programme and has seen an uptake of delegates especially due to its online delivery format and continues to help generate ideas and projects to improve disability inclusion. Sixteen delegates were on the programme this year, a couple of whom are profiled [here](#).
- Our [Disability Confident Leader](#) status has been renewed for the next three years.
- Digital accessibility standards – [updated guidance published](#)

#### Bullying and Harassment

- Introduction and implementation of [Report and Support](#) – which will need a sustained effort to build trust and confidence among staff and students
- Policy revision work in train
- Introduction of [Resolution Policy](#), which aims to provide “a reasonable and prompt opportunity to resolve any complaints and aims to secure constructive and lasting solutions to workplace conflict.”

#### EDI Seed fund

- [16 projects funded](#) – due to be completed by end of July 2022
- Funds awarded in 2021 supported a series of projects including:
  - [Workshops raising awareness of mental health](#) in Black, Asian and Minority Ethnic communities, and EDI Seed Fund project run by Angela Williams
  - An [online meeting](#) to discuss the Latin American experience of Imperial and HE, organised by Judith Cherny
- The [Shifting the Lens](#) project, recounting the stories of Imperial diverse community, continues to go from strength to strength, with six more profiles being added this year.
- For the coming year, the timing of the scheme will shift. Applications will open in Jan 2023 and awards will be made at the end of July. This will allow funded projects a full 12 months to deliver on their ambitions.
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#### EDI Strategy Group and EDI Forum

- Both groups meet termly. The EDI Strategy Group is chaired by the Provost and has overall responsibility for delivery of the EDI Strategy. The EDI Forum, a more representative group serves as a useful listening post and meets about one month before the Strategy Group.
- In this past year we have revised membership and Terms of Reference of the EDI Forum to maintain good representation and focus on core activities

**EDI appointments by Faculties**

- [FoNS appointed Faculty EDI Coordinator](#), Dr Crystal Vincent, in Nov 2021
- ESE and MechEng appointed EDI Coordinator, Sophia Quazi, Sept 2021
- The Business School has just appointed a new Associate Dean of EDI, Prof Sankalp Chaturvedi (Sept 2022)

**Education, Scholarships and fellowships**

- [Festival of Learning and Teaching](#) held in May 2022 focused on 'Identity and Belonging in Higher Education: Navigating Culture, Challenge and Change'
- [First year of Scholarship Challenge](#) has seen more than 1,000 donors give nearly £13.7 million.
- [Master's scholarships for women from Latin America launched](#), funded by British Council
- [Fellowships in climate and energy for women from South Asian](#), funded by British Council

**Outreach and community work**

- [Outreach Seed Fund for Recruiting Black Students launched](#)
- [Second cohort of Insight2Uni mentoring programme](#) – 10 Imperial UGs mentoring 20 Black pupils in year 12 at London state schools.
- [Jackie Bell received Royal Academy of Engineering funding for](#) project to support WP students' transition
- [Third graduation of Agents of Change programme](#) – 12 women

**Sharing Imperial experience and practices externally**

- [Women in Science: UK-Brazil Gender Equality Partnerships programme](#), funded by British Council.
- The Athena SWAN Coordinator (Mr Rob Bell) has shared experiences with University of Sheffield, University of Bristol (REC, with Stephen). He took part in a discussion panel on EDI at the annual Libraries Connected conference in June 2022. He served as a critical friend for charter mark applications by City University of London (university and School of Law), School of Biosciences at University of Sheffield, and London Metropolitan University.
- Assistant Provost (EDI) contributed to a significant overhaul of governance in the LERU EDI Policy Group, was elected to the Gender Equality Commission of the Swiss National Science Foundation, and has given talks on EDI matters to the Institut Pasteur (France), IST Vienna (Austria), Bristol University, Lund University (Sweden), and at meetings/working groups convened by the European Commission and UNESCO.

*Prof Stephen Curry*  
*Assistant Provost (EDI)*

15 Sept 2022