

2024-2025 EDI priorities for Department of Computing, submitted by Nabih Asif

| Priority | Planned actions | Rationale (including baseline data) | Responsible | Timeline (including milestones) | Measure of success (including key metrics) | End of year review and update (RAG rated) |
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| 1. To improve the inclusivity, culture, and day-to-day experience for all staff and students in Computing | Increase social interaction between staff by introducing regular interaction opportunities. | Often, colleagues do not know what others do and what value this brings to our mission. | Director of Student Experience | Staff social calendar created and circulated (February 2025) | To have, by Summer 2025, 70% of staff and students feel sufficiently involved in decisions that directly impact their roles. (Survey Results) | |
| | Co-design and deliver annual networking events, in collaboration with postdoc representatives. | Our 2022 Staff Culture Survey showed a divide between academic staff and support staff, with staff wanting more opportunities to socialise between teams and job families. | Equality Diversity and Culture Committee (EDCC) | A central place for women's networks to advertise upcoming events and opportunities created, e.g., forum, noticeboard, etc. (Autumn 2025) | Social calendar created by February 2025. | |
| | Collaborate with the FoE Ambassador for Women to promote termly events and staff/student career development opportunities for women (particularly UG students). | | Senior Teaching Fellow for Diversity | | | |
| 2. To increase awareness and transparency of departmental reporting mechanisms and strategic decisions. | Produce a clear flowchart system to channel people to contact relevant individuals when raising concerns, and publish it on the staff intranet. | Senior leadership in Computing recognizes the challenges that the leadership crisis of 2020 brought at Imperial. With 40% of staff (of which about half are women) not knowing or not believing that Computing is active in tackling bullying and harassment, Computing must improve this perception and address an apparent hesitation to report | Ambassador for Women | | | |
| | Creating a briefing sheet that clearly outlines the options for support for staff and students. | | Equality Diversity and Culture Committee (EDCC) | Flowchart of support created (September 2023, reviewed annually) | To have, by 2026, 85% of staff and students complete EDI training (bullying & harassment, consent, active bystander, and unconscious bias). | |
| | Introduce compulsory EDI training for all students (including PhD): | | Department Management Committee | Roll out compulsory active bystander training by September 2025 | > 60% of respondents of the annual dept culture survey are satisfied with how bullying and harassment are addressed in the | |
| | | | Senior Teaching Fellow for Diversity | Staff training sessions organised and run at Departmental staff meetings (by November 2025) | | |

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| | <ul style="list-style-type: none"> Consent training Active Bystander Unconscious Bias | misbehaviour, which seems to stem from a perceived lack of transparency and negative past experiences. | Director(s) of Study | | department (Currently at 41%, as of July 2022) | |
| 3. To improve the way in which we value and support the careers of all staff, including women and those from underrepresented groups. | <p>Add mentoring information to induction packs to encourage new starters to consider mentoring, including College-led mentoring and reverse mentoring schemes.</p> <p>Add flexible working policy and information to the staff intranet.</p> <p>Support Teaching Fellows to identify mentors through the College Teaching Fellows Network.</p> <p>Staff made aware of secondment opportunities at annual PRDP.</p> | <p>In a survey conducted by the PRDP working group (Autumn 2022), staff suggested that mentoring would be more valuable to them than Imperial's current annual review process.</p> <p>In the 2022 Culture Survey, L&T and PSF staff expressed a desire to have more opportunities to discuss career prospects in non-formal contexts.</p> <p>Results from the 2022 Culture Survey show a disparity in the way flexible working is discussed and offered to staff in different job families.</p> | <p>Head of Department</p> <p>DOM</p> <p>Director of Study</p> <p>Director(s) of Postdocs</p> | <p>Review alignment of department policies with College Work location framework.</p> <p>Mentoring information added to induction packs</p> <p>Imperial's Teaching Fellows Network contacted to create mentoring scheme</p> | To have, by 2026, 40% of staff involved in informally mentoring other staff for their career development; to have, by 2025, 90% of staff think they benefit from flexible working. | |
| 4. To make our staff and student population | Analyse admissions data to identify additional schools to work with, by | The gender balance of our UG degrees meets the UK average; for all | Head of Research | Admissions data analysed for the past 3-5 years to identify | To increase, by 2026, the number of applications from | |

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| markedly more diverse in terms of gender, minority ethnicity, social background, or other suitable diversity aspects. | understanding where successful widening participation applicants come from. | other degrees we are below the UK average. Our black student population is below UK average in all our taught and research degrees. | Head of Department | trends in applicants (May 2025) | women to 25% for UG and 30% for MSc and PhD degrees; to increase, by 2026, the number of applications from women to 25% for academic and research positions and to 35% for L&T positions. | |
| | Run an annual girls-only taster day to encourage uptake of computer science. | In the most recent academic recruitment rounds, only 20% of hired academics were women and nobody identified as black. We made 7 offers to women, where 5 declined our offer to accept offers at MIT, Princeton, ETH, and places of similar repute. We received only 6 applications from people of Black heritage. | Admissions Tutors | Girls-only taster day, (repeated annually). | | |
| | Run an annual hackathon event for Black and minority ethnic students (in collaboration with Imperial's African Caribbean Society) to encourage uptake of computer science at postgraduate level (through our MSc conversion programme or otherwise). | | Director of Outreach | African Caribbean Hackathon (repeated annually) | | |
| | Focus on post-doctoral development of people from underrepresented groups. | | Director(s) of Postdocs | Create a Director of Postdocs position and include this role in the EDCC | To double, by 2027, the number of applications from those who identify as black for all our taught places and positions; to make, by 2026, a first academic appointment to someone of Black heritage. | |
| | Proactively search for underrepresented candidates (including women) and encourage them to apply for roles by | | | Consult with postdocs and PFDC to identify training and development needs | | |

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| | sending targeted and personalised invitations. | | | | | |
| 5. To develop a departmental EDI strategy that informs the planning of our new home and all our mission elements going forward. | Develop and communicate an externally facing EDI strategy document, in alignment with: <ul style="list-style-type: none"> • College strategy • Imperial Values • Athena SWAN action plan | In a technical field traditionally dominated by white men, we need a departmental EDI strategy that aligns with that of Imperial and reflects our discipline and its exciting dynamics. | Senior Teaching Fellow for Diversity EDCC Committee Head of Department Department Management Committee | Consultation with department (Spring 2025) Draft strategy (May 2025) Publish strategy (October 2025) | To publish, by October 2025, a departmental EDI strategy suitable for a diverse audience of prospective students, prospective staff members, industry partners, alumni, government agencies, and the press. | |