

2025-26 EDI priorities for Department of Immunology & Inflammation, submitted by Jess Kitsell

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1. improve gender balance for PGT & PGR (non-clinical) students	Gender	1. Work with the BSI to support and shape their gender equality projects and develop Solutions	2023-24 data show: PGT: 77%F (low of 64% in 19-20, high of 85% 21-22)	EDIC Chair (accountable), EDI Co-ordinator	Already started, ongoing Review April / May annually	Engage with the BSI and raise the gender imbalance within the field at annual meeting. M ratio improves to at least 30% on both PGT and PGR.
		2. PGT: Work with Education Team to gather gender data on applications and offers for our courses, including home and overseas students	PGR: 76%F (low of 68% in 19-20, high of 78%F in 20-21), including 100%F studying part-time. Data show a difference in attainment by gender at PGT level notwithstanding small M numbers, with M more likely to receive a Distinction but also a Pass	Education Manager (accountable), Education Team	Oct-25 to Oct-26 Annual review in January each Year	Understand who our applicants are and see at what stage the gender imbalance becomes apparent. Also, to identify points at which bias could be. Data shows the same gender ratios at each stage of the process Centralised systems set up to record this data.
		3. Collect data on the gender of students representing our courses at science fairs and events		Comms Manager (accountable), Education Manager	Sep-25 to Aug-26 Review in Oct-26	All genders are prominent in visual media and promotional / marketing materials to promote the visibility of diverse role models.
		4. Review wording and images used in student recruitment.		Comms Manager (accountable)	Mar-26 to May-26	
		5. Analysis of PGT attainment by module and gender.		EDIC Chair (accountable), EDI Co-ordinator, Education Team	Nov-25 to Nov- 26 Annual review each Nov/Dec	
2. Bullying and harassment	Mental health and wellbeing	1. Train up Harassment Advisers through the College EDI Centre so there are additional safe spaces within the	13%F and 6%M have experienced bullying and harassment in the past 12 months 57%F and 67%M know how to report	EDI Co-ordinator (accountable), EDI Centre, Comms Manager, other department EDI	EDI Coordinator to train in 2025 (based on availability), then at least one per year.	3 members of the department to be trained as harassment advisers, at least 1M. Halve incidents of those experiencing bullying and

		department for people to disclose unacceptable behaviour. Partner up with other departments to share advisers so issues can be raised anonymously.	bullying and harassment. We know, anecdotally, that individuals are worried about the consequences of reporting incidents, and do not always know what their options are.		Review and evaluate partnerships annually.	harassment to 6%F, 3%M in 2027 survey.
	2.	Use the newsletter as a monthly reminder of where and how individuals can report any concerns around unsupportive language and behaviour that they experience or witness	Reduction in the incidence not necessarily a true reflection of that is happening. Department survey 2023 shows: 43%F and 48%M are satisfied with how bullying and harassment are dealt with in the department	Head of Department (accountable), Comms Manager, EDI Co-ordinator	From Jan-25, and every other month Review annually.	
	3.	Communicate processes for disclosing and what the next steps would be in terms of options for disclosure; highlight and focus on resolutions. This is done through reminders at department.	2023 culture survey respondents 'definitely' or 'somewhat' personally experienced or witnessed: 28%F and 19%M - aggressive, condescending or intimidating communication	Head of Department	Jan and June 25, then Annually	100% staff to know how to report unsupportive language and behaviours in 2027 survey. At least 70% staff (no gender differences) are satisfied with how bullying and harassment are dealt with in the department.
	4.	Create department recognition award for staff member who best exemplifies the College values		Director of Operations (accountable), EDI	Confirm and launch in Mar-26 Included in Summer-26 awards	Nominations received for recognition award, with gender of recipients reflective of the department at the time.

		through their behaviours	15%F and 25%M - inappropriate or unwelcome behaviour 10%F, 14%M - inappropriate banter	Chair, EDI Co-ordinator		
3. Recruitment and selection	All, particularly gender and ethnicity.	<ol style="list-style-type: none"> 1. All staff members involved in any stage of the recruitment process will complete mandatory recruitment and selection training to ensure consistency, fairness, and compliance with EDI principles and organisational policies. 2. The department will develop its own Inclusive Recruitment Guidance, aligned with university-wide values, training and best practice. This guidance will be formalised as departmental policy to ensure consistent, equitable, and inclusive recruitment practices across all roles. 	We have started to manually collect data on recruitment training and use this to determine whether staff are eligible to sit on panels, have PhD students, host UROP students, etc. We want to ensure this is followed more consistently and measure the impact against recruitment outcomes.	Director of Operations (Accountable), EDI Co-ordinator, Department Operations Assistant, Head of Department, Heads of Centre, Divisional Managers, Section Managers	Sept-25 to Oct-26	<p>100% staff involved in recruitment complete the online course (renewable every 2 years), and at least 1 person on each recruitment panel has completed the practical recruitment session.</p> <p>Panel diversity of panels to be collected (minimum gender).</p>

4. Encourage staff and students of Black heritage to develop their careers at Doll.	Gender, race	<ol style="list-style-type: none"> 1. Collate information on activities that focus on supporting and engaging underrepresented groups 2. Audit student and staff recruitment to assess processes. 3. Ensure staff and students of Black heritage are spotlighted in the newsletters, including continuing to interview recipients of the departmental MSc scholarship, to build up a catalogue. 	We do not currently collect intersectional data on gender and race, although we know that Imperial as a whole is not representative of, for example, Black home students. There are three Black Professors (1F, 2M) at Imperial; none in our department.	EDI Co-ordinator (accountable), EDI Chair, Director of Operations, Comms Manager, Education Manager	Sept-25 to Oct-26	<p>Ability to monitor gender and race and proportion of applicants through recruitment processes.</p> <p>Increased visibility of students and staff of Black heritage (if they are happy with this).</p> <p>Catalogue of stories from recipients of MSc scholarship collated and available on website.</p>
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