2025-26 EDI priorities for Department of Life Sciences, submitted by Josh Hodge

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1. Incorporate EDI learning analytics in education decisions	- Learning Analytics - Attainment gaps	- Create data models incorporating data from the Unified Data Platform and local departmental data (protected characteristics and exam/assessment data). - Prototype PowerBI dashboard for exam boards. - Run staff-student partnership projects to evaluate PowerBI dashboards for exam boards and prototype teaching committee dashboard (for example on attendance and mitigating circumstances).	Incorporating EDI data to explore differential outcomes at exam boards is largely missing. Analyses are considered generally at the end of a degree but whether disparities exist at different stages in our degrees is unknown. For example, how do widening participation students perform in the first exams they take vs the end? Are MCQs disadvantages any groups of students? These are some of they key educational questions we want to and provide data to answer.	Amelia Barron and Josh Hodge	- 2024/2025 gained access to exam data collection for exam boards. - January 2025 – start prototyping based on exam spreadsheets. - Work with ICLA UDP to extract personal information. - March 2025 – develop and test prototype. - Evaluate prototype. - July 2025 – work with student shapers to develop further.	- Development of a prototype. - Positive evaluation of the prototype to launch for exam boards March 2026.
2. Develop inclusive pedagogies library	- Signature pedagogies - Inclusive practice	- Create a library for inclusive pedagogies for STEM subjects, such as lectures, labs, tutorials etc.		Amelia Barron and Josh Hodge.	- December 2025 – conducted student and staff focus groups on topics and get layout feedback. - January 2026 – start writing chapters starting with fieldwork. - Launch in September 2026 – start evaluation of chapters with questionnaires.	- Engagement statistic - Positive feedback in questionnaires and focus groups.

3. Disseminate and evaluate Disability Discloure App.	- Disability	- PowerApp platform to be disseminated through Faculty and College channels. - Consider integration with departmental workflows RE learning analytics. - Evaluation from key stakeholders via questionnaire.	With increasing numbers of disabled students, the Department needs to take a more proactive approach to reasonable adjustments, especially in light of Abrahart vs University of Bristol. A key aspect of this is transparency and consistency for both students and staff to ensure reasonable adjustments are taken into consideration in all aspects of departmental student experience.	Amelia Barron and Josh Hodge	- January 2026 – showcase at Faculty level. - January/February explore College level dissemination.	- Positive feedback. - Uptake across College.
4. Review accessibility of labs for religious observance	- Labs and field work - Religion	- Liaise with student societies and students within the Department to discuss laboratory and fieldwork experiences. - Investigate and purchase lab space religious veils. - Incorporate into lab procedures in the Department.	Anecdotal evidence that barriers to participation in laboratory classes because of safety concerns with respect to religious veils. Lab coats are currently provided to all students, but additional lab-safe veils not provided.	Josh Hodge	- December 2025 – meet with student stakeholders. - Purchase lab safe religious veils and distribute these to students. - Evaluate the uptake and effectiveness of the provision yearly.	
5. Host a series of events for Women at Imperial Week	- Gender - Women at Imperial	- Assemble student-staff podcasting team. - Consult EDI and postdoc committee on pertinent parental leave topic to be addressed in Women at Imperial Week.	Regular event.	Josh Hodge	- Assemble team in November/December 2025. - Interviews January and February, and editing. - March dissemination. - Women at Imperial week events held.	- Engagement statistics. - Positive feedback.