

Equality, Diversity and Inclusion Forum

Imperial College London

Tuesday 4 June 2019

0930 - 1100

Faculty Board Room, Faculty Building
South Kensington Campus

Minutes

Present:

Stephen Curry	SC	Chair, Assistant Provost (EDI) and Life Sciences
David Ashton	DA	Academic Registrar
Jaclyn Bell	JB	Equality, Diversity & Outreach Public Engagement Computing
Dave Cosgrave	DC	Chair & Equalities Coordinator UNISON (Imperial branch) ICT
Benita Cox	BC	Faculty Senior Tutor, Business School
Liz Elvidge	LE	Postdoc and Fellows Development Centre
Kani Kamara	KK	Joint Head EDIC
Adrian Mannall	AM	Co-chair Able@Imperial
Joanna McGarry	JM	Communications and Public Affairs
Becky Neil	BN	Imperial College Union Deputy President
Susan Parker	SP	Unite Branch (joint) and Equalities Officer – Physics/Tech
Lisa Phillips	LP	Co-chair Able@Imperial
Sunday Popo-Ola	SPO	Engineering, (WP, Outreach)
Sara Rankin	SR	Medicine (Neurodiversity)
Mr Vahid Shahrezaei	VS	Diversity Champion, Mathematics and Fac of Nat Sciences
Andrew Tebbutt	AT	Director of Student Recruitment and Outreach
Caz Ulley	CU	Co-chair Imperial 600
Jacalyn Murphy	JA	EA to Professor Stephen Curry

Apologies:

Hannah Bannister	HB	Director of Student Services
Emma Chapman	EC	Research Fellow Physics, 1752 Group
Poh-Leng Devare	PD	Co-chair (Imperial as One)
Cedric John	CJ	Depth of Earth Sciences (Mental Health)
Susan Littleson	SL	Deputy Director Organisational Development and Inclusion
Jarlath O'Hara	JO	Imperial College Union, Managing Director
Sally Parekh	SPa	REC Co-ordinator
Desmond Samuel	DS	Co-chair (Imperial as One)
Roddy Slorach	RS	Chair of UCU Imperial Branch, Senior Disability Adv, Ed Office
Dan Todhunter	DT	Co-chair Imperial 600
Andrew Willson	AW	Chaplain, Chaplaincy Multi-faith Centre

	Agenda Item	Action
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1.	Apologies	
	Apologies were read.	
2.	Introductions	
	SC welcomed all and Jaclyn Bell introduced herself as a new member. JB has joined the Computing Department as Senior Teaching Fellow and her main work is in Equality, Diversity and Outreach.	
3.	Minutes of last Meeting	
	The minutes of the last meeting held on 1 March 2019 were agreed.	
4.	Chair's Report	
4.1	Sexual Harassment working group	
	<p>SC reported the working group met at the beginning of May and are meeting again on 2 July and summarised progress:</p> <ul style="list-style-type: none"> - KK is updating the bullying and harassment policy, - a new reporting tool will be adopted, - discussions are on-going regarding a mechanism for supporting caseloads and sharing informal issues. <p>SR asked if the College will make it compulsory that every Senior Tutor is trained. SC commented this is on HB's agenda including financial resources for training. A lack of rooms for Imperial's Counsellors was also raised by SP and BN advised this is being looked into with priority.</p>	SC HB
4.2	Gender neutral toilets – Paper 02	
	SC asked for comments on a draft document on toilet provision which will also be discussed at the EDI Strategy Group meeting on 2 nd July. A meeting has been convened for 21 June in order to discuss further. CU commented the paper could be more ambitious regarding provision of space and there had been discussion at the last EDI Forum for fully enclosed cubicles, which BN agreed is the preferred option following a student consultation.	

	<p>The issue of toilet cleanliness was raised by AT and it was suggested this would be an appropriate time to prioritise the improvement of toilet cleaning and maintenance.</p> <p>AM commented this would also be a good opportunity for the College to improve signage and include brail or alternative signage. JM reported there is currently a “Way-finding” project which will be launched in September and they are developing a new map as the existing dates back to 2003. New areas will be piloted which will include brail in the Sheffield Walkway.</p>	JM
4.3	Draft guidelines/policy on Conferences (Paper 03)	
	<p>SC asked for comments on a paper circulated to develop a set of guidelines to raise awareness to ensure conference organisers are mindful about gender and diversity. The guidelines could also apply to locally organised events.</p> <p>AT commented there are events aimed at under 18s and suggested that the document needs rewording when it states aimed at “professional audiences”, the word “professional” should be omitted.</p> <p>A discussion followed on the practicalities of asking an individual to leave a conference who was bullying someone and a more realistic approach would be to say the issue would be investigated.</p> <p>JB commented her department carried out a mini-consultation and the feedback was that organisers would like guidelines which can be added to their programmes.</p> <p>SC thanked the forum for their comments and will use them to inform the revised policy to be presented to the EDI SG in July.</p>	SC
5.	Race Equality Charter update	
	<p>The Chair reported the Self Assessment Team (SAT) have met 4 times and their input is appreciated. Expertise from UCL and KCL have joined past meetings and an awayday is planned for early July. The revised equality website has details of the SAT. On 9 October Angela Saini, a keynote speaker, will talk about her new book “Superior the return of race science” which was published last week. The G16 lecture theatre has been booked which was full when Angela gave a talk a couple of years ago.</p>	
6.	Measures of impact (Susan Parker)	
	<p>SP raised the issue of how measures are formulated to ensure there is a positive effect from results of the staff survey and would be interested to see how results compare with previous years. BN</p>	

	<p>commented she is lobbying to have more dynamic questions in the student survey. SR highlighted the importance of showing progress following a recent meeting with ECU regarding Athena; they had been downgraded from silver to bronze as the ECU had said their baseline data was not in line with the College's due to a change of wording and they were asking for more qualitative data.</p> <p>SC reported there was a new question in the staff survey this year on sexual harassment, a huge amount of data is being processed for Athena SWAN and will be processed for the REC application. In preparing the College's Access and Participation Plan, Malcolm Edwards, Director of Strategic Planning is looking at attainment gaps for students and changes to the admissions policy. A working group was set up in order to address issues including bullying and harassment; a new reporting tool is being introduced to provide baseline data, which can be tracked to ensure there is a positive effect.</p>	
7.	Any Other Business	
	<p>SC commented Margaret Heffernan gave an excellent Athena talk "Competition is not the answer"</p> <p>SR reported the new President's awards has a category for equality and diversity.</p> <p>BC reported the student staff choice awards has a new category for Diversity & Inclusion Champion.</p> <p>SC reported HB has a draft trans policy about to go out for consultation which is in two documents, one to support ways we are inclusive and the other a practical guide for students. CU commented the consultation should also include LGBT members. In reply to a question from DA on how the consultation will be rolled out, SC will ask HB who hopes to have the policy in place by the end of the Summer.</p> <p>JB raised the issue of a policy for the menopause to support men and women, as many academics fall into this age range and it would also support Athena SWAN applications. KK commented there is a group emerging for staff engagement with herself, HR and Occupational Health and will add JB to this group. BN suggested a College wide approach. There is a web page on the Occupational Health site on the menopause which is now out of date.</p> <p>CU commented she has 75 places to march in Pride on Saturday 6th July, anyone can attend but to march you need to have a ticket and will receive a wristband and t shirt. There are plans to have all of the Universities of London to march in a group and Imperial have been linked to with UCL. Those who cannot manage the entire route can travel by bus.</p>	<p>SC</p> <p>KK/ JB</p>