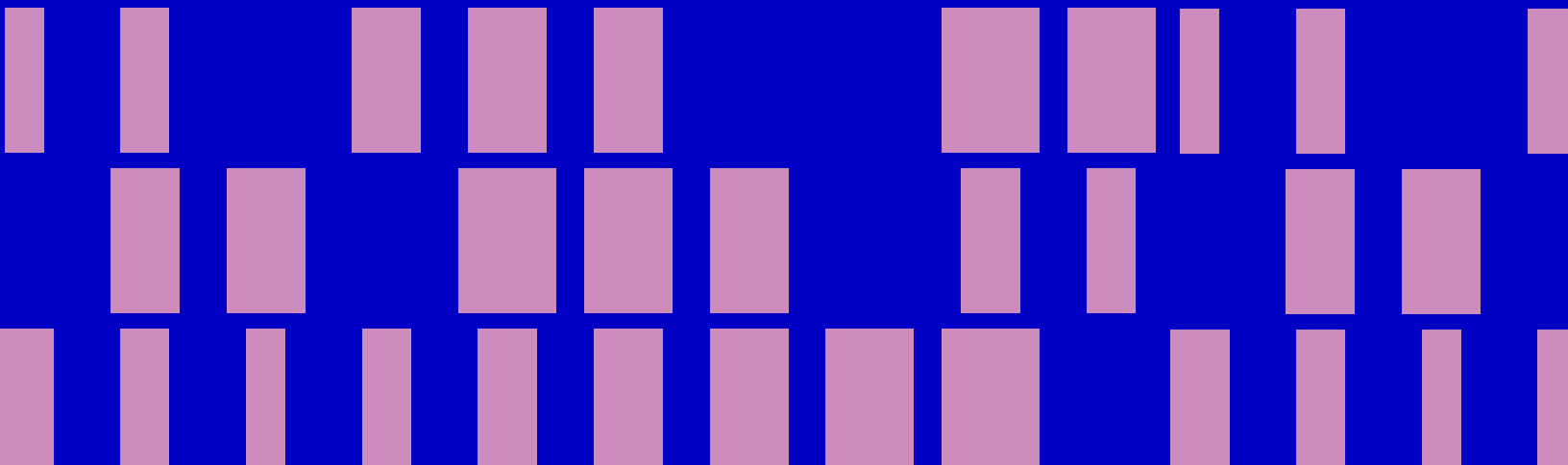


IMPERIAL

Department of Immunology and Inflammation

Equality, Equity, Diversity and Inclusion Strategy

2026 - 2030



Documents Referenced

- + [Imperial Strategy: Science for Humanity 2023](#)
- + [Imperial EDI Strategy: Cohesion – enhancing our sense of community 2024-2026](#)
- + [People Plan: Empowering People, Enabling Talent 2025](#)
- + Faculty of Medicine Strategic Priorities 2025

Principles

Equality:	Treating all staff and students fairly and with respect, recognising the individual value each person holds
Equity:	Removing systemic and structural barriers to participation
Diversity:	Embracing global, intersectional diversity within academic, research, technical and professional communities
Inclusion:	Fostering a culture where people feel respected, supported and empowered to succeed

These principles directly reflect Imperial’s institutional values (Respect, Collaboration, Excellence, Integrity, Innovation) and the Imperial People Plan’s commitment to creating a positive and supportive workplace.

EDI and culture as a strategic priority

In the Department of Immunology & Inflammation, positive culture and EDI are not standalone initiatives or separate to our science; they are integral to our success. By prioritising humanity and our relationships we enable world-class science, effective clinical translation and sustainable benefits for patients.

Our mission

The Department of Immunology and Inflammation’s mission is to integrate discovery science with clinical medicine to prevent or treat inflammatory and haematological conditions.

Instrumental to the success of our mission is the Department’s focus on culture, equality, diversity and inclusion which fosters collaboration, innovation, and excellence. Working together as scientists, clinicians, technicians, operational and professional staff in a fair and transparent manner creates an environment that nurtures new scientific ideas, with the common goal to close knowledge gaps, and enhance the lives of patients with inflammatory, kidney and haematological conditions. By creating a department where everyone feels welcome, we encourage constructive dialogue, facilitating the translation of laboratory findings into clinical benefits. Good culture and EDI are thus at the core of our vision enabling an environment where people can fully develop their potential and new research ideas can flourish.

This strategy document sets out how we do that.

How we fulfil our mission – our approach

We will achieve our mission by intentionally embedding EDI into our everyday practices, leadership and decision making by:

- Open communication
- Transparent decision making
- Accountable leadership
- Opportunities for in-person informal engagement for everyone
- Continuous reflection and improvement of working practices
- Data collection, analysis and interpretation leading to action

What that looks like – our commitments and priorities

Enabling talent

Imperial's 'Science for Humanity' 2023 strategy emphasises the need to “attract, nurture and champion the best local, national and global talent” and support them to make meaningful contributions to society.

As a department we:

- Ensure the lifecycle of each employee has minimal bias, and work to attract and retain diverse talent through fair and transparent systems by:
 - ▷ Following values-based inclusive recruitment guidance when recruiting;
 - ▷ Providing consistent induction and onboarding for all new staff; and Ensuring that staff from all job families are supported, nurtured and developed throughout their careers.
- Attract the brightest and most able students from across the world by:
 - ▷ Using data to target underrepresented groups and better understand any barriers to engagement;
 - ▷ Embedding inclusive and accessible practices across student recruitment, admissions and outreach activities;
 - ▷ Building strong partnerships with schools, communities and global networks to widen participation and promote equitable access.

Powering research

Science for Humanity prioritises creating a “deeply connected knowledge community and interdisciplinary research powerhouse” capable of responsible, agile discovery and innovation.

As a department we:

- Foster an inclusive research culture and practices by:
 - ▷ Ensuring equitable access to research opportunities, resources and decision-making across all career stages; and

- ▷ Promoting inclusive collaboration, and embedding responsible research practices.
- Enhance the targeted support for postdoctoral researchers to “nurture and champion sustainable careers” (FoM) by:
 - ▷ Providing structured career development support, mentoring and progression pathways; and
 - ▷ Supporting access to training, funding opportunities and networks that enable diverse career-trajectories within and beyond academia.
- Translate research to benefit patients by:
 - ▷ Strengthening partnerships with clinicians, industry and communities to accelerate the application of research into practice; and
 - ▷ Embedding patient and public involvement to ensure research is relevant, inclusive and delivers meaningful impact.

Amplifying impact

Science for Humanity emphasises expanding global partnerships and honouring Imperial’s purpose by “looking beyond our London campuses” to widen societal benefit.

As a department we:

- Enhance our inclusive communication to promote our outreach activities related to science by:
 - ▷ Developing accessible, inclusive and culturally responsive communication materials across multiple platforms;
 - ▷ Highlighting diverse voices, role models and research stories to engage broader audiences; and
 - ▷ Using data and feedback to continuously improve the reach and impact of our outreach activities.
- Disseminate basic science for a public audience by:
 - ▷ Translating complex research into clear, engaging and accessible content for a wide audience;
 - ▷ Partnering with schools, community organisations and public platforms to share knowledge widely; and
 - ▷ Supporting and facilitating staff and students to participate in public engagement activities that inspire and inform diverse communities.