ESE Equality, Diversity, Inclusion and Culture (EDIC) Committee

Summary of EDI Activities 2022-2023

[Royal Academy of Engineering (RAEng) Diversity Impact Programme (DIP)](https://raeng.org.uk/programmes-and-prizes/programmes/uk-grants-and-prizes/support-for-education/diversity-impact-programme/cohort-2022/imperial-college)

* Faculty-level project funded by RAeng
* Programme was aimed at incoming first year widening participation (WP) students
* The aim of the project was to improve the sense of belonging and flag sources of support for WP students. There was a high dropout rate in other engineering departments which inspired this project. By providing an opportunity to get to know Imperial and its departments before the term started, the hope was that WP students would feel comfortable reporting issues and receive support before dropping out.
* The programme consisted of 3 components: pre-sessional residential week, peer-to-peer mentorship and 4-week summer research placements.
* The pre-sessional residential week received great feedback from the entire cohort with students citing that where they felt they made meaningful friendships and made seeking out support less intimidating.
* 2/6 eligible students signed up for the programme in 2022. Feedback from both students was positive.
* The residential week was funded again in September 2023 by the Faculty. 3/6 eligible students in ESE took up this offer.

EDI Induction Talks for MSc and PhD Cohorts

* The EDI Coordinator delivered EDI induction talks for the incoming MSc and PhD cohorts for 2022-23. The aim was to spread awareness of EDI activities within the departments and let students know how they can get involved.

Bullying and Harassment Report

* Based on the departmental survey results for staff in 2022, the EDIC Committee commissioned a report by Melanie Lee from POD. The aim of the report was to gain greater insight into the context of bullying and harassment taking place in ESE. This will then lead to tailored training for the department to address our key issues.
* About 11% of survey respondents answered ‘Yes’ to experiencing bullying and harassment. This was the catalyst for commissioning the report and learning more about the context of bullying and harassment taking place in the department.
* Melanie had conversations with 5 people from the department.
* Actions from the report will be presented at an all-staff departmental meeting.
* The first all-staff departmental meeting will include a Report and Support roadshow to inform staff of the mechanism for reporting instances of bullying and harassment. This included learning about both the staff and student side of Report and Support.

[The Equator Project: Working towards equity in Geoscience postgraduate research](https://www.youtube.com/watch?v=KEU5JgJszW0&t=3018s)

* Research seminar featuring Dr Natasha Dowey from Sheffield Hallam University hosted by the EDI Coordinator

International Day of Women in Girls in Science (IDWGS) Fund

* In honour of IDWGS which takes place on 11 February, the EDIC committee opens an outreach fund for students and postdocs to deliver outreach events. Last year’s fund saw a successful event from PhD student Zainab Titus delivering a 2-day event to girls in North-eastern Nigeria.
* To launch the fund, the committee invited Zainab to present her activity and findings to an audience of about 40 people. [Here is a link to the talk.](https://imperiallondon-my.sharepoint.com/:v:/r/personal/rebell_ic_ac_uk/Documents/Recordings/International%20Day%20of%20women%20and%20girls%20in%20science%20lunch%20-%20Remote%20Access-20230210_131012-Meeting%20Recording.mp4?csf=1&web=1&e=WJHaBX&nav=eyJyZWZlcnJhbEluZm8iOnsicmVmZXJyYWxBcHAiOiJTdHJlYW1XZWJBcHAiLCJyZWZlcnJhbFZpZXciOiJTaGFyZURpYWxvZyIsInJlZmVycmFsQXBwUGxhdGZvcm0iOiJXZWIiLCJyZWZlcnJhbE1vZGUiOiJ2aWV3In19)
* There were 5 applications submitted and the panel decided to fund 3. One event took place in December which was a coding event for A-level students. About 30 students came to the department for this event. It was run by a group of PhD students.

EDI in Recruitment

* There were a few academic posts opened for recruitment in early 2023. The department aimed to incorporate EDI into the process. Some of the actions included:
  + Candidates providing an EDI statement as part of the application process.
  + The EDI chair or EDI representative attended all the short and long list meetings and interviews.
  + Interviews and all other activities were held during core working hours only.

Pre-event meetups

* To help encourage participation in College organised EDI events, pre-event meetups were organised to ease any concerns staff or students might have. The College organises great EDI events for all the diversity months and holidays. ESE does not have the capacity to run as many events as the College does. Additionally, some colleagues and students might feel shy about attending events alone. The pre-event meetups were there to help address this. 2 were organised for the Celebrating Neurodiversity in STEM and Women in Engineering Day events. Despite best efforts, attendance was low for both meet-ups. The Celebrating Neurodiversity in STEM did have more attendees for the pre-event meetup than the Women in Engineering Day event.

EDI for Research and Grant Proposals

* The EDI Coordinator and EDIC Chair have been consulted with a few times within the academic year to provide input on EDI strategies or statements for research grant proposals. As this is becoming an emerging area, the EDIC committee will develop a template document to aid this process.

Graduate School – EDI Stream of training

* The Graduate School has launched an [EDI Stream of training](https://www.imperial.ac.uk/students/academic-support/graduate-school/professional-development/doctoral-students/professional-effectiveness/). All but one of the courses on this stream contribute credits towards a PhD. To ensure buy-in from ESE, a ring-fenced session in the PhD induction will be trialled. This means ESE students will have priority to book the session and it will be held within the Royal School of Mines (RSM). The session is the ‘The Power of Diversity and Inclusion in Research’ one.

Contextualisation of RSM Statues

* The [History Working Group](https://www.imperial.ac.uk/equality/activities/history-group/) flagged the statues of Beit and Wernher on RSM. The EDI Coordinator has been in contact with the College Archivist and History Working Group about the contextualisation of the statues.
* There will be a pop-up banner in RSM reception in Autumn 2023 while a plaque outside of RSM will be commissioned. The department will be consulted when there is drafted text for these.

Student and Staff Culture Surveys

* As part of ESE’s Athena SWAN action plan, the department will run annual culture/EDI surveys for both staff and students. Both were run over Summer 2023. The Student EDI Survey received 90 responses and the Staff EDI Survey received 86 responses.
* The results of the Student EDI Survey were mainly positive or neutral. None of the results were glaringly negative. Further analysis will be circulated in Autumn 2023.
* The Staff EDI Survey closed at the end of September 2023 and results will be circulated Autumn 2023.

EDI Podcast

* In summer 2023, the [EDI Podcast](https://www.imperial.ac.uk/earth-science/about/edi/podcast/) was launched by the EDIC Committee. The aim to shed light on various EDI topics and demystify policies, procedures and sources of support. The first 3 episodes focus on caring responsibilities, maternity, and paternity leave. The EDIC Committee hopes this can be another way to engage the department into EDI activities as event attendance is still low.

Association for Black and Ethnic Minority Engineers (AFBE) Membership

* The Faculty of Engineering has become member of [AFBE](https://www.afbe.org.uk/). The membership will include mentorship and inspirational lectures.