Earth Science and Engineering (ESE) Student Equality, Diversity and Inclusion (EDI) Survey 2023

Qualitative Results Summary

Overview of comments:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Open text question | Positive | In-between | Negative | Suggestion/  Observation | Total |
| If you have any further views about belonging and inclusion at ESE, please let us know in the space below. | 4 | 3 | 1 | 2 | 10 |
| If you have any further views about mental health and wellbeing, please let us know in the space below. | 3 | 0 | 0 | 1 | 4 |
| If you have any more views about the learning experience and outreach at ESE, please use the space below to let us know. | 1 | 1 | 0 | 3 | 5 |
| If you have any more views about bullying and harassment, please use the space below to let us know | 0 | 1 | 1 | 0 | 2 |
| If you have any more views about fieldtrips, please let us know in the space below. | 2 | 2 | 4 | 0 | 8 |
| If you have anymore views about career development, please use the space below to let us know. | 1 | 0 | 0 | 4 | 5 |
| If you have further views about equality, diversity and inclusion at ESE that you have not expressed earlier, please let us know in the space below. | 5 | 2 | 2 | 4 | 13 |

\*The two ‘If no, why not?’ questions were left out of the table because one did not receive any comments and the other had a specific remit that did not encapsulate broader EDI themes. The summary of the second ‘If no, why not?’ is listed below.

**Summary of comments for each open-text question:**

**If you have any further views about belonging and inclusion at ESE**

10 comments

The comments were mostly positive stating the department is an inclusive place. One comment credited Anita Murphy, Student Wellbeing Advisor, for making Imperial more welcoming. Another comment mentioned the positive impact of having a female Head of Department. Areas for improvement flagged were Graduate Teaching Assistants (GTAs) on field trips, recognising social class and better culture in research groups. There was a comment where a student expressed never being invited to an ESE event and another where a student remarked too much emphasis is being placed on the LGBTQ+ community.

“Good steps are in place to generate the culture, it is a long process and for sure if changes are applied inclusion will impact in a positive way the belonging” Prefer not to say

“The disproportional representation of men can be a bit intimidating. Having the head of the department be a woman makes me feel better represented”, Women, PhD, EU or Overseas

**If you have any further views about mental health and wellbeing**

4 comments

There were not any negative comments. There was a suggestion from a student to have increased presence from student welfare roles, rather than only introduce these contacts via email. A student complimented the department on having a Student Wellbeing Advisor and another comment praised staff and teachers. There was also a comment that stated having a supportive research group but flagging complications that can arise if a student does not have a supportive research group.

“The hiring of a student wellbeing advisor has been a much-welcomed addition and something that is greatly appreciated”, Man, PhD, EU or Overseas

“I think as a postgraduate, I am very fortunate that I feel supported by my research group. I think in cases where someone's research group is not supportive/hard to discuss topics around mental health, it is much more complicated to get the support you need”, Woman, PhD, EU or Overseas

**If you have any more views about the learning experience and outreach at ESE**

5 comments

A majority of the comments stated they were unaware of outreach opportunities and would like to be involved. One comment flagged the need for study support for disabled students.

**If you have any more views about bullying and harassment, please use the space below to let us know**

2 comments

One comment stated the importance of training suggesting that it needs to be mandatory. Another comment stated they did not believe that incidents will be listened to or addressed by the department.

**If not, please let us know why** **(I find field trips beneficial)**

No comments

**If you have any more views about fieldtrips, please let us know in the space below.**

8 comments

There were a couple of positive comments, but most of them were about the inaccessible parts of fieldwork and suggestions to make it more inclusive. Some of the issues flagged were the lack of toilets for female or menstruating students. Other students flagged field trips can be challenging for students with physical disabilities and mental health problems. One student raised that visa requirements for travelling to European countries are more challenging to obtain for students from African and Asian countries. Additionally, messaging around this from the department could be more sensitive. Another student suggested imposing a time limit for working on field books to help regulate workload as they noticed a lot of students would stay up late working on them.

“Field trips are not accessible to all students - physical disabilities, and mental health pressures are exacerbated; also can be very difficult for people on periods, physically less fit etc. Not sure if there are religious accommodations either”, Woman, PhD, Home

“I personally love field trips, but I think it's very important we put measures in place to make field trips more inclusive + provide alternatives to people who are not able to participate”, Woman, PhD, EU or Overseas

**If no, why not? (Have you attended a career panel or event at ESE)**

26 comments

There were many comments stating students didn’t know there were the panels or where taking place. Quite a few students mentioned being first years and not proactively thinking about careers at this stage. A few students mentioned issues with timing and diary clashes. A couple of students mentioned not being interested in panels.

**If you have any more views about career development**

5 comments

A couple of comments mentioned timing in terms of not being interested in career development within their first year of their studies. A couple of students mentioned some careers events being based on oil and gas which contradicts current work on climate change. There was a compliment about the department being a good place for students and to work.

**If you have further views about equality, diversity and inclusion at ESE**

13 comments

There were quite a few comments praising the department stating it is a supportive and inclusive place. There was one comment that praised the department but felt treatment within further Imperial College was not great. Another comment recognised the department’s push for EDI but stated more consideration could be in place for research contexts. Quite a few suggestions from students were about research groups. Some asked for more diverse representation in research groups and another called for PhD supervisor training. One comment suggested GTAs and Undergraduate Teaching Assistants (UTAs) should have training to support neurodiverse students. There were two negative comments, one about culture in which some people might not smile, greet you or generally ignore you. Another comment was about not qualifying for ringfenced bursaries.

“The work of the EDI committee is vital and continues to improve within the department. It is important that those who work with the EDI committee are able to objectively discuss topics from an EDI perspective, which may require overcoming the challenges of also having other considerations in different roles in the department (e.g. teaching, supervision, etc.)”. Man, PhD, Home

“I feel extremely valued and included in everything, which is a refreshing change from past establishments”, Man, UG, Year 1, Home

“The department is absolutely wonderful! Provides immense support, and even as an international student I always feel at home. They have encouraged integration between students across all years and between students and staff members too”, Woman, UG, Year 3, EU or Overseas