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

Qualitative Results Summary

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Question | Positive | In-between | Negative | Suggestion or Observation | Total |
| Do you have any comments you would like to make on belonging and inclusion at ESE? | 2 | 3 | 6 |  | 11 |
| Do you have any other comments on gender equality in ESE? |  | 3 | 1 |  | 4 |
| Do you have any comments to make about workload and work-life balance? | 2 | 4 | 2 | 5 | 13 |
| Do you have any comments you would like to make regarding bullying and harrasment? |  |  | 4 | 3 | 7 |
| Do you have any comments to make about career progression or performance reviews at ESE and Imperial? |  |  | 2 | 1 | 3 |
| Please let us know if there are any equality, diversity and inclusion (EDI) issues or areas that ESE should prioritise. |  |  | 1 | 7 | 8 |

Overview of comments:

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

**Do you have any comments you would like to make on belonging and inclusion at ESE? – 11 comments**

There were a range of comments. A couple of comments were about the department culture not aligning with values in terms of power dynamics, behaviour, and gossip. Comments were also made about PTO staff regarding the lack of catchups and recognition. The comment about catch-ups stated not seeing other PTO colleagues for long periods due to hybrid working. There was a complaint about vegetarian-only catering. A comment was made about the department not doing enough to support staff with long-term illness or disability. There were a few positive comments ranging from praise about the EDIC committee and staff common room.

**Do you have any other comments on gender equality in ESE? 4 comments**

There was a comment on the binary way gender is discussed in the department. Another comment questioned the necessity of the College requirement of 3 days minimum in the office considering some staff have caring responsibilities. A respondent commented on the lack of diverse representation at a senior level.

**Do you have any comments to make about workload and work-life balance? – 13 comments**

There were ranging comments about workload generally and the workload model. Some praised the introduction of the workload model stating it enabled them to confidently say no to additional duties. Another comment stated the limitations of the model in terms of not recognising past contributions or circumstances like health conditions. One comment stated receiving no communication about the model.

General workload observations made were on heavy admin burdens on academic roles. In addition, the ineffectiveness of College systems not assisting these burdens. One commenter pointed out the turnover of PTO staff contributing to the admin burden. There was a compliment on hybrid departmental meetings which allowed for better work-life balance. There was a comment stating all departmental meetings should be offered in a hybrid format. Another observation on academic workload was the high workload being balanced by quieter periods in the year. Another comment pointed out the department should investigate non-academic staff workload.

**Do you have any comments you would like to make regarding bullying and harassment? – 7 comments**

A few ranging comments about interventions and barriers to reporting bullying and harassment. A comment stated gossip is an issue of bullying that is not addressed seriously enough. A comment stated though processes have changed, concerns of bullying and harassment are still addressed too slowly. A comment stated a barrier to reporting can be fear of retaliation.

There were a couple of comments that related to interventions. One comment stated reintroducing the anti-bullying related workshops. Another comment stated wanting an informal route of reporting. There was also a positive comment made about ESE being a nice place to work.

**Do you have any comments to make about career progression or performance reviews at ESE and Imperial? – 3 comments**

This section did not receive many comments. There was one comment about their specific experience with a supervisor. Another comment stated the promotion process was slow and difficult. Additionally, there was a comment stating confusion over their line management but praising the HOD for supporting academics.

**Please let us know if there are any equality, diversity and inclusion (EDI) issues or areas that ESE should prioritise. – 8 comments**

There were a variety of suggestions and observations. There was a comment about the inflexibility of the HR system in updating names and gender. Additionally, they pointed out focusing on other protected characteristics like race. There was a call for more diversity in the department. Comments discussed reintroducing the EDI workshops for all staff, learning more to include neurodiverse individuals and supporting people with long-term health conditions. Another comment was made about supporting people who report bullying and harassment. One comment suggested having a broader variety of catering at staff lunches. A commenter thanked the department for allowing remote participation in staff meetings.