

## ESE Equality, Diversity, Inclusion and Culture Committee

### Minutes

9 March 2022

12:30 – 2:00 pm

Location: MS Teams

Apologies were received from Rob Lowther, Adriana Paluszny Rodriguez, Ellya Kanimova, Ireti Webb, Michele Paulatto, Robin Thomas, David Mawassi-Chang Kit.

#### **1. Minutes and matters arising from previous meeting (Jo Morgan)**

Matters arising from the previous meeting were reviewed:

- Following the discussion about inclusive language surrounding holidays and celebrations, coffee mornings have been reintroduced and can be used to recognise celebration days.
- A 'Report and Support' training session for all ESE staff will be held next term.
- The EDI team support the recruitment of a departmental 'Anti-Bullying and Harassment Champion'. There is a recruitment drive for harassment support contacts, see: <https://www.imperial.ac.uk/equality/support-for-staff/harassment/>

#### **2. Communications (Jo Morgan and Victoria Murphy)**

Sophia Quazi and Jo Morgan met with Victoria Murphy and Nicky Jenner to discuss how to improve the communication of EDI updates. An action plan was established to reorganise the EDI webpages with better signposting and clickable links to resources **with clear instructions on how to deal with specific EDI-related situations and scenarios**. The site will also provide updates on EDI issues, as well as agendas and minutes from previous committee meetings. Work on this will take place over the course of the next month and, once ready for publishing, student and staff volunteers will be invited to test the pages and provide feedback. Due to the current content freeze, this update is unlikely to be finalised until the end of April.

DR noted that the Athena Swan webpage does not contain the same level of information as available on the EDI pages. KK & RB responded that they were required to anonymise the Athena Swan application, and once that had been approved, they would add it to, and refresh the Athena Swan webpages.

A working group will be set up to process actions resulting from the recent Culture Survey.

**Action (RB/KK):** [Establish how best to disseminate Culture Survey results on the website.](#)

#### **3. Student feedback (Raluca Gaina)**

Student feedback included:

- ESE promotes a respectful and safe learning environment
- ESE student body reflects gender diversity
- Desire to see more women lecturers and guest speakers in ESE department
- Desire for gender-neutral toilets in the RSM
- Desire for more tailored events in ESE throughout the year.
- Request that we change the wording on our PGT recruitment pages to address the likelihood that women are less likely to apply if they perceive that they do not satisfy all the criteria.

It was noted that all toilets in the Bessemer building are in the process of being converted to gender-neutral toilets.

Action (RG/VM): Raluca Gaina and Victoria Murphy to discuss amendments to MSc programme webpages with course directors

Action (RG/RB): Rebecca Bell and Raluca Gaina to discuss potential careers panel for 'International Women in Engineering Day' in June 2022

Action (JM): Jo Morgan to pass on request for more guest speakers at the next Course Directors Meeting

#### **4. ESE Artwork (Jo Morgan, Becky Bell, and Katharina Kreissig)**

Volunteers are needed to put together a proposal for a piece of artwork in ESE. The working group will think through all possible ideas for the commission, which will reflect the values of ESE and the wider College.

Action (All): Any interested staff should contact Rebecca Bell for further information

#### **5. Gender identity and transitioning guidance for staff (Sophia Quazi and Rebecca Smith or Lizzie Day)**

The committee agreed that it would be beneficial to develop a compilation of resources for staff supporting students who do not identify with their gender assigned at birth. This information should be added to the EDI handbook and disseminated to all staff.

The committee noted that the College has an existing [Trans Policy](#), with a helpful webpage with [information about pronouns](#). The LGBT Strategy Group are currently working on developing a more up to date policy.

Action (SQ/JM): Add resources for supporting trans students to EDI handbook if not already included.

#### **6. College response to history report – actions (Sam Krevor, Sophia Quazi, Jo Morgan)**

The History Group was convened in 2020 after the Black Lives Matter movement. Their report was published in November 2021, which analysed several ways in which the College can better recognise women and individuals from ethnic minority groups. It noted that some of the individuals currently recognised in statues on campus do not align with College values.

The President's Board considered this report and published a set of key actions as a response. These actions contrast with the recommendations of the History Group. The President's Board are amenable to receiving further feedback.

Action (All): Any staff with feedback in response to the President's Board's recommended actions should email Sophia Quazi, who will put together a departmental response.

#### **7. Inclusivity on field trips (Sophia Quazi and Tina van De Flieddt)**

The committee discussed how EDI awareness could be improved on fieldtrips, for example to include making reasonable adjustments for neurodivergent students (as highlighted in Alison Stokes's recent lecture to the department)

Action (SQ/JM): Alison Stokes's lecture to be shared with all fieldtrip leaders. Field trip risk assessment (FW1) form to be modified to include safeguarding for female and LGBT+ students.

## **8. Training provision (Sophia Quazi)**

Current training provision is as follows:

- 6 essential training courses as part of staff induction
- 6 EDI training courses for students
- An online consent training module will be available to current students next term, and for new students as part of their induction.

The committee agreed that there is a need to capture other issues such as disability training and parental leave, without oversaturation.

Action (all): [Signpost staff and students to resources on new EDI pages once updated.](#)

## **9. AOB (Sophia Quazi)**

The committee discussed developing an official stance on strike action.