

ESE Equality, Diversity, Inclusion and Culture Committee

Minutes

25 May 2022

12:30 – 2:00 pm

Location: MS Teams

Apologies were received by Tina van de Fliertdt, Sam Krevor and Emma Passmore.

1) Minutes and matters arising from the last meeting – Jo Morgan and Sophia Quazi

JM noted that the majority of actions from previous meetings were completed, and some were ongoing.

The Athena SAT are in the process of agreeing principles for publishing the Culture Surveys results, trying to get a balance between presenting meaningful data and not compromising confidentiality. The results will be published in due course.

Rebecca Bell has set up an ESE artwork group, who are developing an artist's brief for commissioning a piece of artwork for ESE. The group is also working with UG student Grace Zhang on displaying a piece of her artwork in the department. Plans are underway to run a cross-departmental art exhibition, which will hopefully start in October 2022 with a photography exhibition.

Trans resources have been added to the EDI handbook.

The EDIC webpages have been updated following the end of the content freeze. There are also plans to create a webpage(s) for publishing the membership of ESE committees, in an ongoing effort to increase transparency.

DR asked about progress on recruitment of an ESE Bullying and Harassment Champion. DR applied to become a B & H support contact, and college will supply the necessary training to undertake the position. Sydney Cunningham noted that B & H support contacts act for other departments and are excluded from cases in their own department.

Action (JM): Compile a list of proposed EDIC actions over the last year, with updates on actions taken to date, to be circulated near the end of term.

Action (SQ): Sophia Quazi to explore a way forward with Dylan Rood regarding the recruitment of an ESE Bullying and Harassment Champion

2) Sydney Cunningham - Faculty initiatives

HR will run Active Bystander and Unconscious Bias training sessions in May and June. These will be exclusively available to staff. Staff are encouraged to book onto the training sessions and help to promote them with colleagues within the department.

The Women In Engineering network is putting on an event to celebrate Women In Engineering Day. This will include bookable activities such as a workshop on self-confidence, credibility training, and a keynote talk with Tiffany Dawson on how to progress into leadership positions. See:

<https://www.imperial.ac.uk/events/148328/international-women-in-engineering-day-inwed-2022-celebration/>

3) Unpaid UROP/Internships – Jo Morgan and Becky Bell

During the recent lectureship interviews, applicants queried whether we had a policy on unpaid internships. RB raised the issue - should we allow these to go ahead, scale them back, or ban them? RS noted that this had been recently discussed by the Undergraduate Teaching Committee.

The committee discussed solutions for increasing the amount of students who are able to access work and research experience within the College. It was suggested that:

- Time limits could be placed on unpaid volunteering opportunities
- Better networks could be created between students seeking paid opportunities and research budget holders; some students may not know who to contact.

Action RB & JM: Rebeca Bell and Jo Morgan to liaise with the UG teaching committee to assess the scale of the problem, and devise a policy for unpaid UROPs and internships, and volunteering.

4) Art group update – Jo Morgan and Becky Bell

An art working group consisting of 17 people, including students and alumni, has been put together to develop an artist's brief for a new piece of artwork in ESE.

The group has been discussing what type of art to commission for ESE, and whether it should be more traditional and in-keeping with other artworks, i.e., a bust, or something more contemporary and open.

One of the group members, Grace Zhang, will have a piece of her artwork displayed in the 3rd floor cafe.

A rotating art exhibition is currently being planned and will hopefully start in October 2022 with a photography exhibition. This will be in connection with other FoE departments.

Action (RB): Rebecca Bell to contact Emma Watson about utilising the PAAN (PA and Admin Network) for logistical queries about purchasing a frame for Grace's art work

5) RAEng Diversity Impact Programme – Sophia Quazi and Katharina Kreissig

The RAEng Diversity Impact Programme is the result of an £100K award, designed to fund a project on the retention of Widening Participation (WP) students. This project will support WP students to become better acclimatised within Imperial College and South Kensington and will have clear links with the Working-Class network at the Student's Union.

6) Internal recognition scheme – Sophia Quazi and Katharina Kreissig

Prior to the meeting, committee members were sent copies of a scheme devised by the Internal Awards Committee which aimed to recognise contributions based on ESE values.

The committee supported the scheme, and members suggested they:

- Add interdisciplinary solutions to the 'Innovative' section of the document.
- Include a highlight about recognising less outgoing colleagues.

Action (KK): Katharina Kreissig to circulate the document once updated.

7) Update on Latin American Symposium – Sophia Quazi and David Pedreros Bastidas

David Pedreros Bastidas gave a presentation about the recent Latin American Symposium which received funds from the EDIC budget.

All members are encouraged to approach Sophia Quazi or Jo Morgan to discuss funding of further prospective EDIC-related activities.

8) Plans for History Working Group discussion meeting – Jo Morgan

The History Group published a report, which was followed by a dialogue with the community, and the President's Board recently suggested some actions. Sophia Quazi gathered and collated the views from staff and students in ESE on this report and proposed actions, which were submitted by Tina. This included a request for more background on Constance Tipper – why was she chosen as someone for ESE to celebrate, a desire to move forward with some actions, for example contextualising the Beiiit and Wernher statues, possibly with a plaque, and a further explanation of the reasons behind some of the proposed actions by the President's Board, for example the co-naming of buildings.

Action (JM/SQ): Invite one or both of the History Group Co-Chairs to join a future ad hoc EDIC meeting for a Q & A session.

9) AOB – Sophia Quazi

Dylan Rood proposed that ESE have a discussion of the College Chair of Counsel's redacted report, on the B & H by our President and Chief Operations officer, and implications for B & H at Imperial.

See:

Message from the Chair of Council - publication of 2020 investigation report:

<https://www.imperial.ac.uk/about/leadership-and-strategy/message-from-the-chair-of-council/>

ICO Disclosure:

<https://www.imperial.ac.uk/media/imperial-college/about/public/ICO-disclosure-for-publication.pdf>

Action: JM to notify Tina Van de Flieddt on DR's request.