

EDI Forum – Chair’s Report

27 Sept 2022

Athena Swan

The College’s application to renew its [institutional Silver Athena Swan Charter mark](#) was successful. Our Silver award is renewed for 5 years, and the application received very positive feedback.

The application (which includes the action plan) can be downloaded [as a PDF](#).

We are in the process of creating an Action Tracker which will enable the EDI Strategy Group (informed by the Athena Swan SAT) to monitor progress towards our goals.

Imperial’s relationship with Stonewall

As many members of the Forum will be aware, there is a segment of opinion within the HE Sector that is vocally critical of Stonewall’s campaigning on behalf of trans people and who would like to see universities withdraw from the organisation’s Diversity Champion’s Scheme. This is an issue that has been discussed both within the Stonewall Action Committee (which includes student and I600 representatives) and the EDI Strategy Group. To clarify our position with regard to the organisation – briefly, that we value the benchmarking scheme as part of our efforts to support LGBTQ+ staff and students, but retain the right to think and speak critically on this and all topics – we have updated the [College’s webpage on Stonewall](#).

Provost’s Visiting Professor Programme

The Provost’s [Visiting Professor Programme](#) (an initiative from the REC action plan) was established to improve the diversity of our community by bringing to Imperial leading academics who will contribute to the community through scholarship, teaching and programming aligned with their research. The programme has just completed its first round of selection and made the following appointments:

1. **Professor Pallab Maulik**, Provost’s Visiting Professor of Mental Health – from 17 October 2022, for a year (Faculty of Medicine, Department of Brain Sciences – reports to the Head of Department, Professor Paul Matthews)
2. **Professor Alessandra Luati**, Provost’s Visiting Professor of Statistics – from 1 November 2022, for a year (Faculty of Natural Sciences – Department of Mathematics – reports to the Head of Department, Professor David van Dyk)
3. **Professor Julie Makani**, Provost’s Visiting Professor of Haematology – from 1 January 2023, for a year (Faculty of Medicine – Department of Immunology and Inflammation – reports to the Head of Department, Professor Marina Botto)
4. **Professor Omu Anzala**, Provost’s Visiting Professor of Virology and Immunology, from 1 January 2023, for 6 months but it will be taken within a period of 8 months. (Faculty of Medicine – Department of Infectious Disease – to report to the Head of Department, Professor Wendy Barclay).

There will be two others that although they will not be appointed as PVPs, but they will be undertaking activities correlated to the aim of the PVP programme. So, there should be also comms made around these two in due course.

- 1. Professor Sasiragha Priscilla Reddy** – will spend 2 weeks at Imperial giving talks, workshops, from 1 March to 15 March 2023 – being organised by Professor Stephen Curry
- 2. Professor Lazarus Ojigi** –Academic Visitor within the Department of Civil and Environment Engineering, Faculty of Engineering. To start from 16 January 2023, for two months.

Recruitment Workshop

Following a request from the College Athena Swan Committee (but also in line with our REC and AS Action plans), we will be holding a short workshop on Recruitment on Tue 08 Nov from 1400-1600. The aim is to discuss best practice, proactive approaches to attracting applicants from under-represented groups and how positive action works. The workshop will be given by the Head of Recruitment, Mr Rob Farace, and will feature input from representatives of Departments that have implemented the Know Your Pool policy. It will be held online and recorded. Details of how to join will be announced soon.

ECR Conference for Black, Asian and Minority Ethnic researchers

Imperial As One and EDIC will be hosting the annual early career conference for Black, Asian and Minority Ethnic a day conference in November. This is in the early stages of planning so please look out for more details soon.

New President: Prof Hugh Brady

On the day that he took office the College released a [short video](#) of Prof Hugh Brady talking to Dr Jess Wade. The new President will be giving a Presidential address on 11th October. You can [register to attend](#) in person (places are limited!) or watch the livestream online.

Congratulations to...

Dr Mark Richards who has been awarded the first ever [Royal Society Research Culture Award](#), which will now be given annually to an individual or team for outstanding and sustained work in the improvement of the research system/research culture. News story [here](#).

Assistant Provost

Prof Stephen Curry has been reappointed for one more year at 0.8 FTE to serve as Assistant Provost (EDI)

With thanks for input from Alex Dawes and Rob Bell.

Prof Stephen Curry

Assistant Provost (EDI)