

## Equality, Diversity and Inclusion Forum

# Imperial College London

7 June 2021 via Teams

Stephen Curry	SC	Chair, Assistant Provost (EDI) and Life Sciences
Deborah Adegoke	DA	BAME Officer
Hannah Bannister	HB	Director of Student Services
Jaclyn Bell	JB	Equality, Diversity & Outreach Public Engagement Computing
Benita Cox	BC	Faculty Senior Tutor, Business School
Liz Elvidge	LE	Head of Postdoc and Fellows Development
Sarah Essilfie-Quaye	SEQ	Project Manager in Research Strategy, Faculty of Medicine
Thomas Flynn	TF	Managing Director, Student Union
Kani Kamara	KK	Head EDIC
Susan Littleson	SL	Deputy Director Organisational Development and Inclusion
Joel McConnell	JM	Co-chair, Imperial 600
Lara Mistry	LM	Public Engagement Programme Manager
Sunday O Popo-Ola	SOP	Research and Teaching Fellow, Civil and Environmental Eng
Maureen O'Brien	MO	Head of Disability Advisory Services
Maeve O'Sullivan	MO	Co-chair, Imperial 600
Susan Parker	SP	Unite Branch (joint) and Equalities Officer – Physics/Tech
Sara Rankin	SR	Medicine (Neurodiversity)
Alessandra Russo	AR	Applied Computational Logic, Computing
Shervin Sabeghi	SS	Imperial College Union Deputy President (Welfare)
Desmond Samuel	DS	Imperial as One Co-chair
Vahid Shahrezaei	VS	Diversity Champion, Mathematics and Fac of Nat Sciences
Andrew Tebbutt	AT	Director of Outreach
Andrew Willson	AW	College Chaplain
Jacalyn Murphy	JDM	(Minutes) EA to Assistant Provost (EDI)

### Apologies:

David Ashton	DAA	Academic Registrar
Emma Chapman	EC	Research Associate, Physics 1752 group
Richard Green	RG	Business School
Cedric John	CJ	Dept of Earth Sciences (Mental Health)
Wayne Mitchell	WM	Imperial as One Co-Chair
Mark Richards	MR	Senior Teaching Fellow, Dept of Physics
Rebecca Stewart	RS	Lecturer, Dyson

	Agenda Item	Action
1.	<b>Matters arising and Minutes of last meeting (Paper 1)</b>	
	SC welcomed all. The minutes of the last meeting held on 1 February were agreed as correct. The following matters were arising:	

<b>1.1</b>	<b>Report and Support</b>  Report and Support had a soft launch to staff and by the new academic year will be fully available to students. Training for harassment support staff is nearly complete. KK will talk members through the programme just before the launch if it can coincide with another EDI Forum.	<b>KK</b>
<b>2.</b>	<b>Chair's Report</b>	
<b>2.1</b>	The reverse mentoring pilot is complete and Nick Jennings has invited new mentees and mentors among senior managers. There will be up to 20 who will generally be drawn from first reports to members of the senior leadership team (e.g. Heads of Departments) to participate in the scheme. KK has received a good response from staff and the training will commence after the 17 June deadline. KK thanked Nichola Stallwood, Head of Learning and Organisational Development and her team for their help.	
<b>2.2</b>	The Parental Care policy has been agreed. In cases when both parents are employed at the College they will be entitled to enhanced parental leave at full pay. The benefit will be allocated equally to both parents, previously it was shared; this was asked from both Athena SWAN committees and is an important step.  <a href="https://www.imperial.ac.uk/human-resources/leave/family-leave/shared-parental/">https://www.imperial.ac.uk/human-resources/leave/family-leave/shared-parental/</a>	
<b>2.3</b>	There are provisions to expand a nursery for those who work at Hammersmith and White City that will provide 14 places in the coming academic year for at least two years.	
<b>2.4</b>	<b>Race Equality Charter.</b>  Two Town hall meetings for staff and students have been held and a summary is on the EDI website:  <a href="https://www.imperial.ac.uk/equality/accreditations/rec/">https://www.imperial.ac.uk/equality/accreditations/rec/</a>  The College has made significant commitments recognising the need to increase black academic students. The Presidential Scholarship for black students is part of the College's £5 million funding with £1 million invested for the next 5 years.  <a href="https://www.imperial.ac.uk/giving/donate/black-scholarship/">https://www.imperial.ac.uk/giving/donate/black-scholarship/</a>  Also announced in the Presidential addresses is a £5 million commitment for overseas students and to raise another £10 million for these schemes.	

	<p>These significant steps have come not just out of the REC but also as part of the Access and Participation Plan and Outreach.</p> <p><a href="https://www.imperial.ac.uk/news/222573/10-million-investment-imperial-confronts-brutal/">https://www.imperial.ac.uk/news/222573/10-million-investment-imperial-confronts-brutal/</a></p> <p>The REC Charter application is on track to submit by the deadline of Fri 30 July. The action plan has been extensively refined at Provost and President Board and is now approved in principle.</p> <p>Membership of the REC Self-Assessment Team will be refreshed and SC thanked everyone for their input. High-level support will be provided in order that the action plan is delivered and oversight will be the responsibility of the EDI Strategy group.</p>	
<b>2.5</b>	<p><b>Athena SWAN</b> Four of the new Faculty of Medicine departments have all acquired a silver award and NHLI achieved bronze. Advance HE has reviewed the Athena SWAN Charter and details are expected later this month that will guide at institutional and departmental level.</p>	
<b>2.6</b>	<p>Women at Imperial week was very successful with positive feedback received.</p>	
<b>2.7</b>	<p>This month is Pride month with a full programme of events. JM gave a summary of recent and future events</p>	
<b>2.8</b>	<p>The Shifting the Lens project from the EDI Seed fund and renewed this year from the Strategic Priorities fund is launching videos of one a week for the next 6 weeks.</p> <p><a href="https://www.imperial.ac.uk/equality/activities/seed-fund/shifting-the-lens/">https://www.imperial.ac.uk/equality/activities/seed-fund/shifting-the-lens/</a></p>	
<b>3.</b>	<p><b>Definitions of Islamophobia (Paper 3)</b></p>	
	<p>SC, AW and KK met with the student Islamic Society Presidents, Huzefa Qamal and Mariyam Hussain to discuss their concerns regarding the definition of Islamophobia on the College website. The students and Islamic community feel the definition refers to Islamophobia as a racist problem rather than one of religious intolerance. SC asked for the views of Forum members</p> <p><a href="https://www.imperial.ac.uk/equality/resources/religious-intolerance/">https://www.imperial.ac.uk/equality/resources/religious-intolerance/</a></p> <p>SP commented it is important to treat all the groups equally and that there is a statement that protects everybody. A discussion followed and it was noted the College has a statement of declarations confirming the College abides by the law and will not routinely consider requests to adopt a public stance on specific issues relating to EDI issues.</p>	

	<p><a href="https://www.imperial.ac.uk/equality/governance/public-declaration/">https://www.imperial.ac.uk/equality/governance/public-declaration/</a></p> <p>AW commented the statement should take account of dealing with race and religion separately or together. SEQ agreed the College should give people the opportunity to have their say, examples and short videos like unconscious bias are a good way to reach everyone.</p> <p>It was agreed there is a need for additional consultation with a more acceptable definition and clearer guidance whilst acknowledging the needs of the community. SC may also consult with Sussex University who are carrying out a consultation.</p> <p><b>Action: SC will take forward to the EDI Strategy Group</b></p>	
<p><b>4.</b></p>	<p><b>Cynical Theories (Paper 4)</b></p>	
	<p>JM gave a presentation on his review of the book Cynical Theories providing an overview of different perspectives relevant to the work of the EDI Forum. It is not an endorsement, the book is about postmodernism and how can we can understand alternative views.</p> <p>KK agreed the first half of the book is very useful. This may be a time to revisit discussions around what civil discourse means when people want to assert their rights to free speech.</p> <p>SC commented as a university one of our roles is to debate; a suggestion for a book group may be a good way to take forward. SC thanked JM for an excellent presentation on a topic that will be part of future discussions.</p>	
<p><b>5.</b></p>	<p><b>Partnership to explore science communication in Poland and the UK (SP)</b></p>	
	<p><a href="https://www.imperial.ac.uk/news/222013/new-imperial-partnership-explore-science-communication/">https://www.imperial.ac.uk/news/222013/new-imperial-partnership-explore-science-communication/</a></p> <p>SP raised concerns on the new Imperial partnership to explore science communication with Poland. SP commented that the College is making decisions without consultation with groups such as the EDI Forum and in this instance with a country that opposes LGBT people.</p> <p>A discussion followed and it was noted the College interacts with many different universities around the world and the relationship does not constitute endorsement of that university's particular policies. There is a process of due diligence worked on by Heather Williamson in Advancement who could be invited to explain the process at the next EDI Forum. JB agreed for the need to make these decisions collectively and to hear the process, which could also be linked with the conference policy.</p>	

	<b>Action: SC thanked all and will raise as an issue at the next EDI Strategy Group and will ask Heather Williamson to speak at the next EDI Forum.</b>	<b>SC</b>
<b>6.</b>	<b>Any Other Business</b>	
	<p>The EDI Forum has been operating as a group for about 3 years. Members' views will be discussed at the next meeting regarding a review of membership and how we operate.</p> <p>SC thanked all for their contributions and input</p>	<b>SC</b>