

2023-24 EDI priorities for Department of NHLI

Submitted for October 2023 meeting of the College EDI Forum, by Beata Wojciak Stothard and Simone Walker

Priority	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)	End of year review and update (RAG rated)
1.Support for New Academics	Re starting of the Annual New Scientist Day, post Covid	An opportunity for newly appointed academics to share their research, network with colleagues, foster new collaborations, all to enhance their career development	HoD EDI committee	November 2023 and annual there after with planning and most suitable timing beginning once new HoD in position	Increase attendance from 44 to 50	
2. Encouraging the Clinical Academic Career Path	Clinical Academic Research Symposium for undergraduate medical students	Lack of understanding of the career path	Clinical Academic Representatives on the EDI committee	TBC	Event Feedback	
3. Demystified the Promotion process	Promotion champions	Feedback suggests that the application process is daunting and having access to additional support would be useful	EDI Co-Leads	23/24 academic promotions round	Number of contacts being made with Champions. Feedback from both those that contact Champions and Champions to ascertain if the initiative is useful and/or requires modifications	