

**Department of Immunology and Inflammation, Imperial College London
Commonwealth Building, Hammersmith Hospital Campus, Du Cane Road, W12 0NN**

**Department of Immunology and Inflammation| EDI Committee**
**1:30pm, Friday 16th February 2024**

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| **Present:**  | **Apologies:** |
| Dr Josefin Ahnstroem (JA) | Professor Marina Botto (MB) |
| Ms Christina Emmanuel (CE) | Mr Edward Wallace **(Secretary)** |
| Dr Magdalena Gierula (MG) |  |
| Ms Rena John-Lewis (RJ-L) |  |
| Dr Christina Malaktou (CM) |  |
| Dr Wayne Mitchell (WM) |  |
| Dr Tassos Petri (TP) |  |
| Professor Liz Simpson (LS) |  |
| Professor Jessica Strid (JS) **(Chair)** |  |
| Ms Cathy Tupman (CT) |  |
| Mx Kass Vezyrgianni (KV) |  |

|  | **ITEM** | **ACTION**  |
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| **1** | **Welcome and apologies for absence (JS)** |  |
|  | *The Secretary was absent from the meeting – minutes were taken after the meeting.* |  |
| **2** | **Updates (various)** |  |
|  | The Chair confirmed that there had been a recent Faculty People and Culture meeting – main item was a presentation from School of Public Health; looking at gender bias in publication within SPH. SPH stated that they were happy to transfer the ‘scripts’ used to I&I in order that data relating to the Department could be gathered and analysed. The Chair spoke of the possibility of running this if it would be advantageous to the upcoming Athena SWAN renewal application. WM noted that Rob Bell was a good source of expertise in regard to best practice in this field, and could be valuable for a renewal/uplift to the Department’s Athena SWAN level. JA enquired whether the exercise was granular enough to detail gender of first and last authors, the Chair confirmed that it was. WM recommended that a SWOT analysis of the previous Athena SWAN application take place, along with a review of the feedback received from Advanced HE to best determine if an uplift to Gold would be achievable, prior to the submission deadline of September 24. |  |
| **3** | **LGBTQ+ History Month** |  |
|  | KV confirmed that Brain Sciences was hosting a LGBTQ+ Allies networking event on 26 February, to be held in Burlington Danes from 5pm. They also noted that Chemistry was hosting its annual LGBTQ+ event on 27 February from 430pm, at the MSRH in White City Campus. Confirmation was also provided of an Imperial 600 coffee meetup, scheduled for the morning of 27 February in the Wolfson café. Separately, it was noted that Pride in STEM were intending to run an immunology symposium in Manchester, to coincide with LGBTQ+ Stem Day on 18 November. The Chair confirmed that she had received correspondence from Alex Cocker in Life Sciences about this. KV noted that Imperial 600 were intending to run a similar event for trans and non-binary academics on 24 April at the White City Campus. Information on this and other relevant events would be circulated by departmental comms. |  |
| **4** | **Pronouns Drive** |  |
|  | The Chair enquired whether there had been any developments regarding the Pronouns Drive which had been discussed at previous meetings. KV confirmed that they had received guidance from Rebecca Smith in the Business School about this – the intention was to hold an event somewhere in the Commonwealth Building, probably in the second half of March. The exact day was to be confirmed once clarification on space availability and colleague availability had been provided; it would probably be on one of March 13, 14, 20 or 21. |  |
| **5** | **Wall poster on Department structure** |  |
|  | The Committee discussed the possibility of putting up wall posters on departmental structure within the Department, at least on the 9th floor and possibly elsewhere. JA argued that keeping any such resource relatively top-level would be better, otherwise the info could quickly become outdated. The Chair agreed that this would potentially be better, while also stating that it would perhaps be useful to have Departmental committees mentioned in such a resource. TP enquired about the possibility of having screens detailing such info rather than a printed poster, as it would allow for quicker updating and be more eye-catching than a paper resource. The Chair agreed that this could be an interesting alternative, but would require a bigger budget and require more work to get off the ground. CT said that financial planning was coming up, which would be an appropriate point to try and find funding for such an approach. |  |
| **6** | **AOB** |  |
|  | RJ-L noted that takeup of mentorship had been limited since the last meeting and that it would therefore be worth advertising the scheme more widely. It was agreed that the Away Day would be an appropriate moment to do so, especially as there were more mentors than mentees immediately prior to the meeting. RJ-L confirmed that she had a meeting on this matter next week, and would feed back updates at the next Committee meeting. |  |