

**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**   
**1:00pm, Monday 2nd October 2023**

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| **Present:** | **Apologies:** |
| Dr Josefin Ahnstroem (JA) | Dr Alice Denton (AD) |
| Professor Marina Botto (MB) | Dr Maggie Trela (MT) |
| Ms Christina Emmanuel (CE) |  |
| 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) |  |
| Mr Edward Wallace (EW) **(Secretary)** |  |
| Dr Henry Xu (HX) |  |

|  | **ITEM** | **ACTION** |
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| **1** | **Welcome and apologies for absence (JS)** |  |
|  | The Chair welcomed TP, KV and HX to the Committee, all of whom were attending its meetings for the first time. She also welcomed AD, who had joined the Committee but was unable to attend the meeting. MT had sent her apologies to the Committee. |  |
| **2** | **Updates (JS)** |  |
|  | The Chair confirmed that Rebecca Smith had left the Department or College, and that FS was leaving the Department later in the week – both were thanked for their efforts on behalf of the Committee.  The Chair noted that there had been a FoM People and Culture meeting in August, which had had a presentation on the Good Science Project. She informed the Committee that Stephen Webster had encouraged any interested parties to get involved with future events.  The Chair informed the Committee that the next College EDI Forum meeting was due to take place on the Wednesday.  It was confirmed that many departments within the FoM, including I&I, were in the process of preparing their Athena SWAN applications for submission in 2024. The Chair noted that Rebecca Smith had done a great deal of work assisting with the Department’s upcoming submission.  The Chair reminded the Committee that Black History Month was ongoing and that e-mails had recently been sent about this to the Department. Colleagues were encouraged to attend events where possible. |  |
| **3** | **Mentoring** |  |
|  | The Chair highlighted that Furqan Shah’s departure had left the Committee without a Mentoring champion. RJ-L said that she was happy to take on the role.  It was noted that uptake to mentoring schemes within the Department had often been low in the past. MB suggested that more junior staff may not always have had full awareness of the schemes which were available – TP in response stated that he was due to meet with departmental postdocs later in the week, and asked if RJ-L could attend to speak about the relevant schemes: she agreed to do so. |  |
| **4** | **Culture Survey** |  |
|  | The Chair reminded the Committee that the Culture Survey was currently live within the Department. The intent was for the survey to be relatively similar to the one conducted two years earlier, to allow for easier comparison. The Chair and CT reminded the Committee that a Q&A session on this was due to be held on Wednesday.  JA noted that colleagues on the 5th floor could potentially find attendance difficult as the session overlapped with a seminar – the Chair asked the Secretary to send out a reminder of the session, noting that arriving late would not be an issue. | **EW** |
| **5** | **How to engage people in Departmental culture and EDI issues** |  |
|  | RJ-L suggested having workshops on specific topics in order to provide something of a safe space, potentially keeping numbers at a lower level to make participants feel more comfortable in bringing issues forward. The Chair noted that having reps from all parts of the Department within the Committee would serve as a good conduit for bringing issues to the Committee’s attention. KV agreed that smaller, more targeted seminars and group meetings could be a useful way to increase engagement. It was also noted by KV that the feeling that some EDI-related issues were ‘settled’ could potentially dissuade people from getting involved in resolving issues which were ‘not settled’.  There was agreement among the Committee that creating more Department-led EDI events could lead to greater engagement, as many events organised more centrally were hosted at the South Kensington Campus, making Hammersmith Campus-based attendance more challenging.  The Secretary said that highlighting Committee reps in the Department’s welcome documentation could help increase engagement of non-Committee members with EDI-related issues.  MB stated that the small size of the Department could make it harder to achieve adequate response rates, and that greater collaboration with another smaller FoM department could be worthwhile and lead to appreciable gains. This was agreed for further discussion, noting that Rebecca Smith had worked across both Brain Sciences and I&I.  WM stated that it was important to take into account how much time it often took to get EDI issues off the ground and gain traction on a wider level. |  |
| **6** | **AOB** |  |
|  | The Chair stated that a meeting would likely be scheduled for the second half of November – the Secretary would send out a Doodle poll to determine suitable dates in due course. | **EW** |