Assessed Self-Discovery for EDI Advocacy

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In October 2022 the Mechanical Engineering department launched a new elective module Equality Diversity and Inclusion (EDI) in Engineering.

https://www.imperial.ac.uk/media/imperial-college/faculty-of-engineering/mechanical-engineering/public/EDI-in-Engineering-Module-Creation-UROP-Final-Report.pdf

Autumn term

Students learn:

- How to use reflective and reflexive tools to consider their positionality
- About a range of EDI issues, by a diverse group of speakers from minority groups.

D&I in Eng. / Gender

Dawn Bonfield
Towards Vision

Neurodiversity

Sara Rankin
Imperial – Medicine/NHLI

Race & Colonialism

Aakeen Parikh
Imperial – Mech Engineering

WP / Class

Simon Foster
Imperial – Physics

Uni Measures / Actions

Stephen Curry
Imperial – Associate Provost EDI

Ind. Measures / Actions

Kieran Thompson
Cundall

LGBTQIA+

Mark McBride Wright
Equal Engineers

Embedding & Evaluating

Kate Ippolito
Imperial – Educational Dev. Unit

Student Interaction

MODULE CREATION

REFLECTIVE LOGBOOK

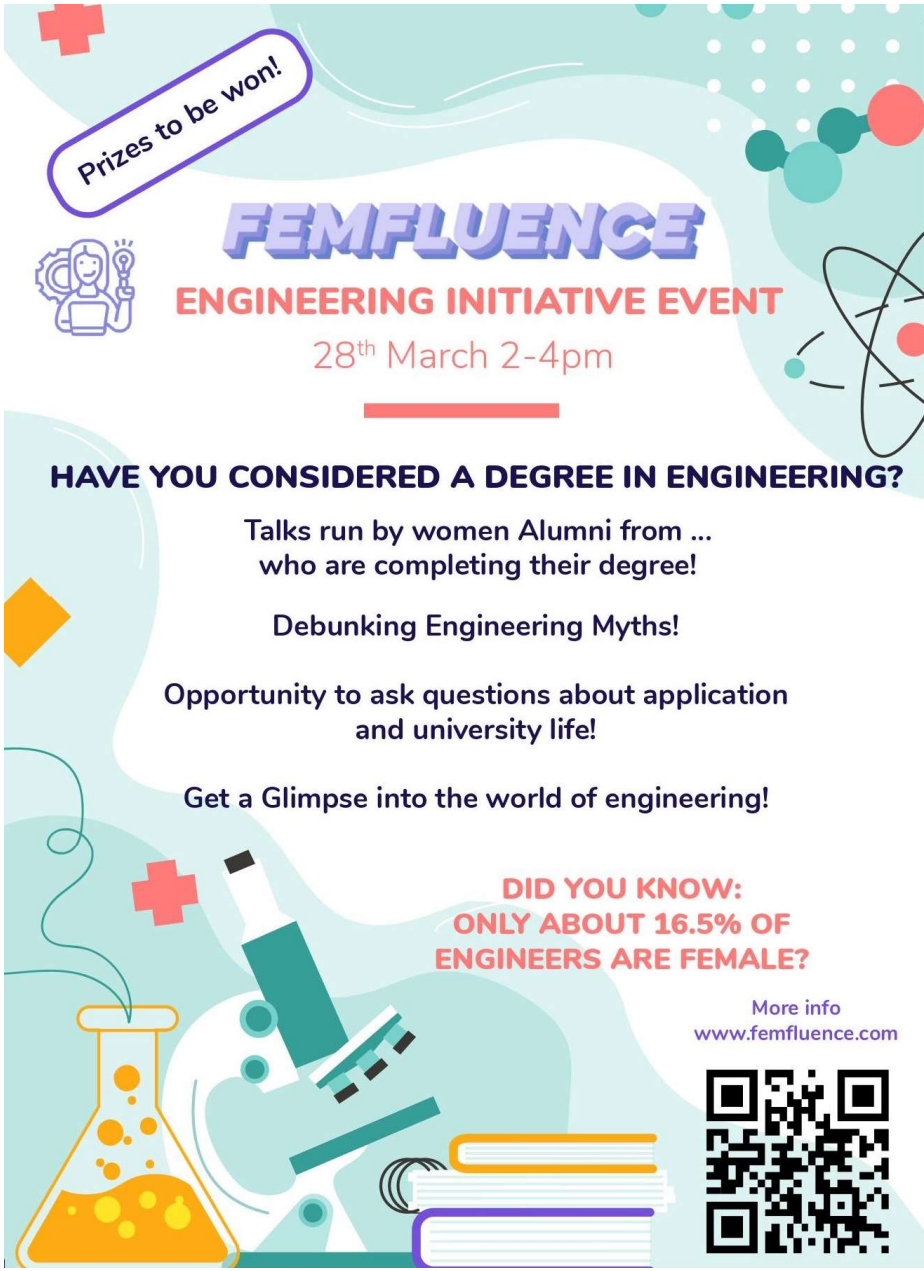
EXTENSIVE TIMETABLED DISCUSSION

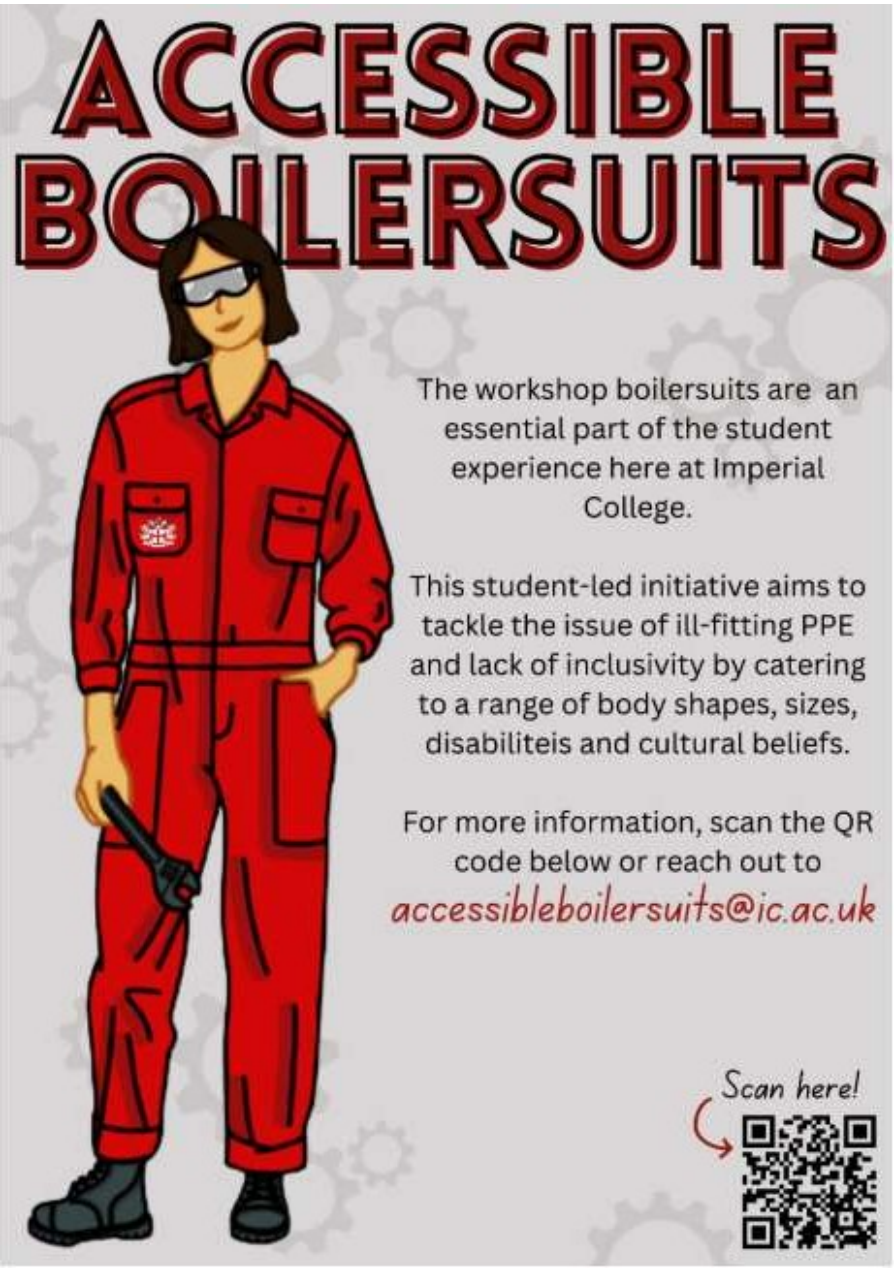
STUDENT VOICE FOR DEADLINES

COFFEE MORNINGS

Spring Term

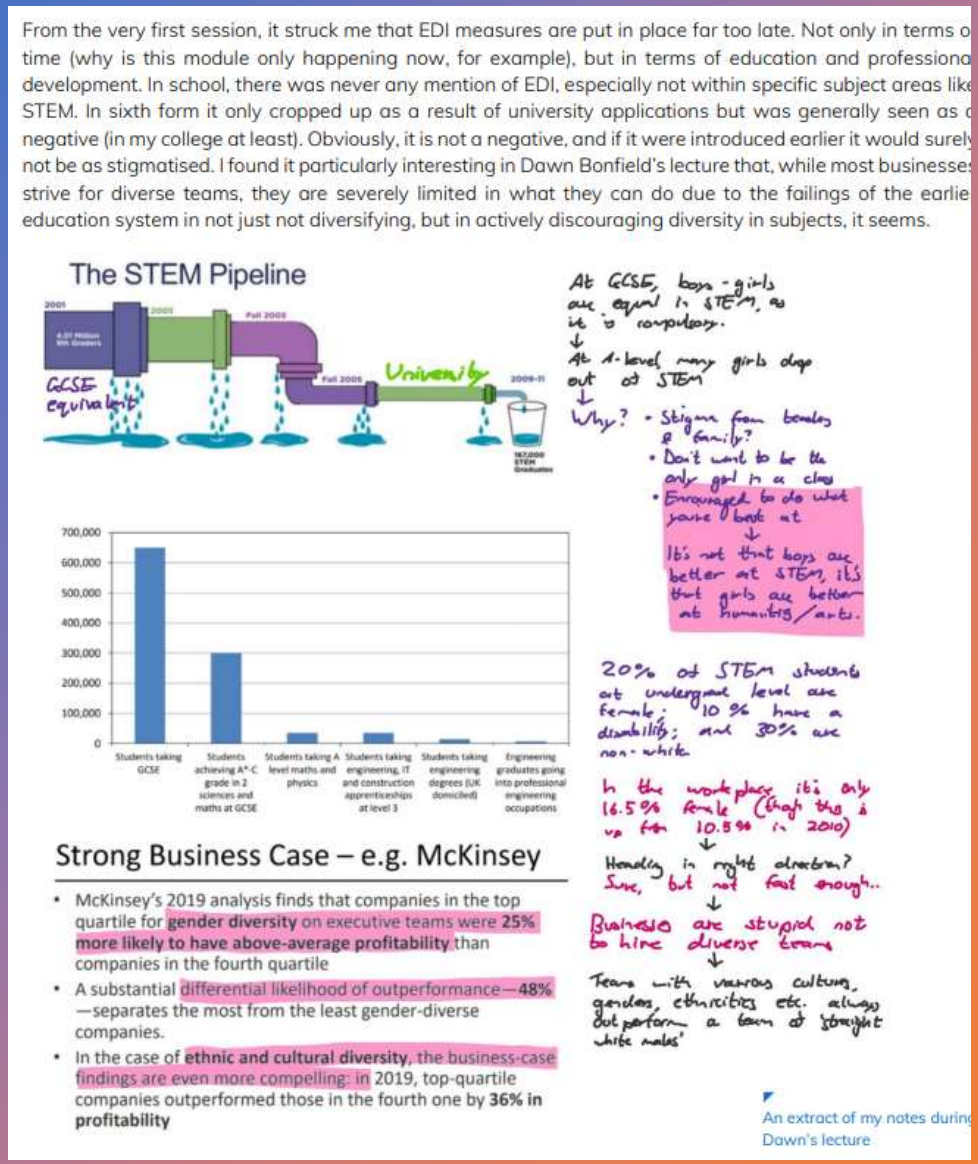
- Initiatives proposed
- Small student teams
- 4x biweekly assessments (40% total)
- Formative peer assessment





Initiatives

- Class and entry to university
- Decolonising A-Level STEM
- Gender and choosing engineering
- Inclusive PPE
- Literature Review Assessment
- Neurodiversity and culture
- WP transition to employment



End of module assessment:

Curated log book

- 40% of marks
- 4 A4 pages
- ~500 new words
- Demonstrate a learning journey

End of module assessment: Reflective Essay (20%)

“Upon completing this reflection, I now recognise that my strengths lie with actual completion of tasks, however my weaknesses appear to be a result of my own perception of the power I possess (based on the wheel of power/privilege) in comparisons to those I am around. I allowed my ideas of how others perceive me to influence my actions and contributions which at times compromised communication and submission quality”

Next steps in self discovery

- Staff reflection – our own self discovery
- Running again next year with adaptations
- Student project implementation
- A catalyst for broader self-discovery (ND UROP, LRPs, etc.)
- Other departments / universities interested