

Equality, Diversity and Inclusion Centre (EDIC) Annual Report 2019-2020

1 Introduction

The Equality, Diversity and Inclusion Centre (EDIC) works to support staff and make Imperial a better place to work by promoting equality, diversity and inclusion. EDIC offers advice, training and support as part of the College's HR services.

Staff in EDIC listen and talk to staff across Imperial and work towards mainstreaming equality, diversity and inclusion (EDI). They work with individuals, teams, and departments, providing help and advice. They also deliver training, programmes and initiatives and work with HR colleagues on policies and processes. Their main responsibilities include:

- Working in collaboration to promote EDI and to eliminate all forms of discrimination
- Influencing and advising on best practice, specifically ensuring compliance with EDI legislation and Imperial policies and procedures
- Providing a variety of training courses for Imperial staff, as well as development programmes
- Working with the College's diversity staff networks, facilitating two-way communication, and ensuring year-on-year progress
- Building collaborative working relationships with appropriate community groups, professionals and sector-wide peers

This report covers EDIC's activities from August 2019 to July 2020.

In response to the outbreak of the COVID-19 global pandemic at the beginning of 2020, we have rapidly adapted how we operate in EDIC. Although there has inevitably been some amount of disruption to our activities, we have moved to deliver our courses, events, and EDI services online wherever possible.

The Black Lives Matter movement, which gained unprecedented momentum in summer 2020 following the killing of George Floyd, has been a focal point of the Centre's work this year (see Section 9.1). We believe that Black Lives Matter and we stand with the Black community at Imperial. We understand the urgency and importance of tackling racism at Imperial and will continue to build on this work going forward.

2 Training courses

2.1 Flagship leadership and talent development programmes

2.1.1 IMPACT (Imperial Positive About Cultural Talent) Development Programme

[IMPACT is a talent development programme](#) for Black, Asian and Minority Ethnic (BAME) staff.

The IMPACT programme attempts to address some of the issues still faced by some BAME staff. Statistics show that the majority of staff of minority ethnic origin still occupy lower-level positions despite possessing qualifications and skillsets equivalent to those of non-minority origin. IMPACT helps guide individuals to not only take responsibility for their own careers but help them to develop strategies to overcome barriers that they may face.

Summary of provision

The June 2019 cohort [graduated in September 2019](#) and there were 16 participants. The cohort took part in six workshops, four Action Learning Sets and a minimum of four one-hour mentor meetings.

In 2020 COVID-19 meant that IMPACT 2020 could not go ahead. However, in its place an IMPACT survey was created to evaluate the content of the provision to ensure it still meets College's needs.

The majority of respondents (over 70%) felt that race/ethnicity was or might be a factor in the barriers to progression that they faced at Imperial. Many comments suggested that traditional leadership programmes do not address the unique challenges BAME staff may face. There was demand for a BAME programme to address not only traditional leadership tools but to cover microaggressions and assertiveness and to enable participants to understand organisational culture and personal culture and how they may or may not align.

Overall, while there is clearly still a need for a BAME leadership programme at Imperial, this has to be done in conjunction with awareness-raising and cultural change across the wider College to ensure that cultural challenges are addressed as a whole.

2.1.2 Calibre Leadership Programme

[Calibre is a talent development](#) and leadership programme for staff who identify as neurodiverse or disabled, or who have a long term physical or mental health condition.

Calibre aims to develop and implement strategies that reflect the unique challenges and experiences of disabled staff. It has been designed to address the distinct and often subtle barriers disabled staff face in the workplace.

The programme has been developed and is delivered by Dr Ossie Stuart, an international disability consultant and academic, in partnership with EDIC.

Summary of provision

The 2020 Calibre cohort consisted of eight delegates and is attracting a wider pool of internal candidates year on year. The majority of Calibre delegates tend to be from professional and support services, although more is being done to promote it to academic and research staff.

The Calibre cohort normally graduates in May every year. However, because the programme was midway when the first COVID-19 national lockdown happened, there was a transition to deliver the programme online and the graduation is scheduled to take place later than usual, in November 2020 – beyond this reporting period.

2.2 Equality and diversity online course

EDIC is responsible for Imperial's [online equality and diversity course](#), a 90-minute introduction to the subject recommended for all staff. The course is also a core module of the Imperial Leadership and Management Development Programme (ILMDP).

The success rate in 2019-2020 was consistent with the total average success rate (82.10%).

1 August 2019 – 31 July 2020 data

Attempts at test	Number of Passes		Attempts at test - excluding 2nd passes	Number of Passes
1117	924		1102	909

Total data for online course

Attempts at test	Number of Passes	Attempts at test - excluding 2nd passes	Number of Passes
2730	2229	2678	2178

Over the course of 2020, EDIC has been developing a new, updated version of the EDI online course with Marshall's (an e-learning consultancy), to launch in the new 2020/21 academic year.

2.3 Face-to-face training

EDIC's [standard programme of training](#) for the academic year includes:

- Active Bystander
- Disability Awareness
- LGBT+ Awareness
- Harassment – Confronting Inappropriate Behaviour
- Harassment – The Management Perspective
- Mental Health First Aid (MHFA): two-day full course and half-day introductory course
- Unconscious Bias

Summary of provision

EDIC provided a total of **22** training sessions during this reporting period, for a total of **316** participants.

Course	Number of participants	Number of sessions
Active Bystander	101	7
Disability Awareness	11	1
LGBT+ Awareness	18	2
Harassment – Confronting Inappropriate Behaviour	36	3
Harassment – The Management Perspective	22	2
MHFA two-day	46	3
MHFA half-day	30	2
Unconscious Bias	52	4
Total	316	24

Participant satisfaction

At the end of each course, participants are requested to fill in a survey about their experience of the course. They are asked to give an overall rating for the workshop out of 5, with 1 being low and 5 being very high.

Course	Average rating (out of 5)
Active Bystander	4
Disability Awareness	N/A*
LGBT+ Awareness	4.3
Harassment – Confronting Inappropriate Behaviour	4.6

Harassment – The Management Perspective	4.6
MHFA two-day	N/A**
MHFA half-day	N/A**
Unconscious Bias	4.5
Average rating overall	4.5

**Disability Training was evaluated by the Business Disability Forum.*

***There is no participation satisfaction data recorded for the MHFA courses as all the feedback was sent directly to MHFA England during this period.*

3 Bespoke consultancy

Aside from the training detailed above, EDIC also delivers bespoke consultancy work related to EDI.

We started providing training for Student Harassment Contacts in September 2019, but this training was disrupted by COVID-19. The aim is now for them to complete this training in early 2021 in line with the launch of the Report and Support online disclosure tool for students.

In February 2020, a consultant was brought in to do some initial work on investigation training for sexual harassment and sexual misconduct cases. We trained a cross-section of staff including managers, consuls, senior tutors, and colleagues from Employee Relations, Registry and Central Secretariat, to make them aware of sensitivities around conducting investigations and how to communicate with complainants.

4 EDI Calendar

Imperial marks and celebrates a number of EDI events throughout the year. EDIC and the diversity staff networks organise events to align with national and international observances, to celebrate the achievements of a diverse range of Imperial staff, and to engage more members of the College in the latest conversations happening in the EDI arena.

4.1 Black History Month

October is [Black History Month](#), an annual observance in the UK that celebrates Black history, arts and culture.

In October 2019, science journalist and author [Angela Saini gave a talk](#) about her new book *Superior: The Return of Race Science*. The lecture was attended by over 300 people.

A collaboration between the College, EDIC, Imperial As One, and the Imperial College Union led to a successful [‘Black People at Imperial’ campaign](#), which included a mobile exhibition and poster displays.

4.2 Disability History Month

[Disability History Month](#) runs from 22 November to 22 December. It is an annual observance that aims to promote disabled people's rights and their struggle for equality now and in the past.

In Disability History Month 2019, EDIC worked with Able@Imperial and the Imperial College Union to put on events for staff and students.

EDIC invited Elizabeth Takyi, Founder and CEO of A2i Dyslexia, to give a keynote speech. Elizabeth motivates others with her journey as a dyslexic, explaining how she has not allowed her dyslexia to hold her back.

4.3 LGBT History Month

[LGBT History Month](#) in the UK takes place in February every year.

In 2020, EDIC organised a panel event about LGBTQ+ representation in Young Adult literature, with authors Darren Charlton, Kay Staples, and Cynthia So (also a member of the EDIC team), plus publishing professional Charlie Morris.

Imperial 600 organised several events. Adam Smith, co-producer of [The Log Books podcast](#), gave a talk about the stories unearthed in the handwritten log book entries of LGBT Switchboard volunteers who staffed the helpline's phones from 1974 to 1982. Loïc Choquet, J.P. Morgan Executive Director, shared his insight on the importance of EDI-focused staff networks in creating inclusive environments that draw the best talent in a [webinar](#).

To wrap up LGBT History Month, Imperial 600 invited Serbia's Prime Minister, Ana Brnabić, the country's first female and its first openly gay premier. [She discussed](#) her most valuable learning opportunities as she developed her leadership style and her approach and views on leading economic development in her country. She also spoke about her work and leadership of the Council for Innovative Entrepreneurship and Information Technologies, including how to lead digital transformation at a state level.

Imperial 600 also collaborated with Imperial As One to host events, including a screening of the documentary Paris Is Burning about New York City's African American and Latinx Harlem ballroom scene in the 1980s, and a webinar on [Intersectional Diversity and Tips on Community Engagement](#).

4.4 Women@Imperial Week

[Women@Imperial](#) is an annual event that takes place around International Women's Day (8 March). Over the course of a week we celebrate female staff and students at Imperial, past and present, and raise awareness of the support available in College for women. The planning group is chaired by Professor Stephen Curry, Assistant Provost (EDI) and coordinated by EDIC.

While there was some disruption to our planned calendar of events in 2020 due to COVID-19, over 15 events took place across various College campuses, including a conversation with Professor Simone Buitendijk, Vice-Provost (Education) and Professor Mark Burgman, Director of the Centre for Environmental Policy, reflecting on the state of gender equality here at Imperial and elsewhere in higher education.

The week also saw workshops such as "Fixing Academia: Leading the way to a more positive research culture" by PhD student Nadia Soliman. The aim of the workshop was to challenge traditional views of leadership and who can be a leader, and to introduce the fundamental principles of leadership and an academic leadership model.

Sessions such as "Working Parents Networking" took place on various Imperial campuses. The session highlighted support for expectant mothers and staff with children to achieve a healthy work-life balance. The session provided an opportunity for them to meet other parents at work and helped to enable mutual support. It was very engaging and well received.

4.5 Pride Month

June is LGBT Pride Month.

Though there was no Pride parade in London in 2020 due to COVID-19, Imperial 600 marked Pride Month with a network quiz hosted online. They also organised a recruitment webinar for LGBTQ+ prospective students, applicants and offer holders. With contributions from our LGBTQ+ student community, the session covered life at the College as an LGBTQ+ student and the range of support available.

5 Accreditations

5.1 Athena SWAN

The [Athena SWAN Charter](#) was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research. The Charter expanded in 2015 to consider gender equality more broadly and include arts, humanities, social sciences, business and law (AHSSBL), staff in professional and support roles, as well as trans staff and students.

The College Athena Committee met three times in the reporting period – [published minutes](#) are available.

The Athena SWAN Coordinator in EDIC works to support departments at Imperial to apply, renew and upgrade their awards. This annual reporting period includes the November 2019 and April 2020 submission rounds, which saw a total of two applications from Imperial's departments.

In the November 2019 submission round, the Department of Aeronautics successfully renewed their Bronze award.

In the April 2020 submission round, the Department of Mathematics successfully renewed their Bronze award.

Overall, 18 departments now have awards: 11 of them have Bronze, 6 Silver, and 1 Gold.

An [independent review of the Charter was published in March 2020](#) and Advance HE are in the process of transforming the Charter for early 2021. One recommendation from the independent review was for awards to last for five years – Advance HE have implemented this for existing awards, putting in place a light-touch process for award holders to apply for a one year extension.

A new College Self-Assessment Team (SAT) chaired by Professor Stephen Curry, Assistant Provost (EDI), was established in October 2019 ahead of the College's next application to renew our Silver award (November 2021).

5.2 Stonewall Workplace Equality Index

Stonewall is a charity that campaigns for the lesbian, gay, bisexual and transgender (LGBT) rights. They work to support individuals, change organisations and institutions, provide information and resources, and lobby for legal changes. They are now Europe's largest LGBT charity.

As part of the College's commitment to equality, diversity and inclusion, Imperial is part of Stonewall's Diversity Champions Programme. Through this programme Stonewall works with organisations and employers to ensure LGBT staff are accepted without exception in the workplace.

To help Imperial develop as an organisation that is fully inclusive of LGBTQ+ people, we participate in the [Stonewall Workplace Equality Index](#). This scheme provides an external benchmark against which we can assess how we are doing.

The Stonewall Index requires organisations to undergo a review process and produce a report. This aims to make organisations think about their processes and culture to ensure that they are responsive to the experiences and perspectives of LGBTQ+ staff and students.

In the 2020 Index, [Imperial ranked 142 out of 503 employers](#). This marks a significant improvement to the College's position in 2019, when Imperial placed 266 out of 447 organisations.

The Stonewall Action Committee met 5 times during this annual reporting period to discuss the Stonewall Action Plan.

5.3 Race Equality Charter

The Race Equality Charter (REC) is similar to Athena SWAN, and is also run by [Advance HE](#) (formerly known as ECU). It aims to improve the representation, progression and success of Black, Asian and Minority Ethnic (BAME) staff and students within higher education.

The REC provides a framework for universities to take a deep look at staff and student demographics and all aspects of their work and study experiences. This self-assessment process is used to identify institutional and cultural barriers for BAME staff and students, and to formulate an action plan to remove these.

A key part of REC is consultation. In October-November 2019 we ran a series of eight focus groups across three campuses, engaging 39 staff and 6 students. Engagement methods also included the option of telephone and face-to-face interviews, which allowed us to delve deeper into the issues raised by the surveys. To increase student engagement and gain trust, we worked on engagement with students, offering £20 Amazon vouchers to participants, and by recruiting a Black external academic to facilitate further focus groups in July. There were a total number of 34 students who participated in the focus groups with each session lasting one hour. All faculties were represented with 18 undergraduates, 9 taught postgraduate and 7 research postgraduate students.

The REC Self-Assessment Team (REC SAT) met nine times during this annual reporting period and [updates from these meetings are available online](#).

We had originally been aiming to submit our application in July 2020 but the complexities of the data gathering and Covid-19 necessitated a delay. We are currently aiming to submit in July 2021.

6 Disability support

EDIC can be contacted to provide information, advice and guidance for disabled staff and their managers. This includes workplace adjustments and support available within and outside the College. All discussions are held in confidence.

EDIC has a [specific process](#) for supporting staff who think they may have dyslexia or other specific learning differences (SpLDs), which involves an initial screening if they have never been screened/assessed before, followed by a workplace needs assessment if further action is required, and coping strategy coaching if this is recommended as a reasonable adjustment for the individual. During this reporting period, EDIC received 32 requests for dyslexia and neurodivergence support from staff through this process.

Outside of the dyslexia and SpLD process, EDIC supported a total of 17 disability cases from August 2019 to July 2020. These mainly revolved around neurodiversity, assessments and coaching, taxi bookings, flexible working, and equipment for remote working during the COVID-19 pandemic.

7 Bullying and harassment support

The College is committed to making our community an environment which is respectful and inclusive. This includes eliminating all forms of discrimination, especially direct and indirect forms of harassment, bullying and victimisation.

EDIC trains and leads the [Harassment Support Contacts](#) (HSCs). These are staff volunteers who can be contacted for advice regarding harassment and bullying cases. They can help individuals explore the informal and formal options available, and they keep all discussions confidential.

During this reporting period, the HSCs supported 35 bullying and harassment cases.

8 Staff networks

The College has three diversity staff networks who aim to represent different staff groups at Imperial. These diversity networks:

- inform and help develop College policy and change procedures
- raise awareness of issues and also the support available in College
- organise events and development opportunities
- act as safe spaces to discuss issues

Each diversity staff network has its own Executive Sponsor, who is a senior leader in College. These Executive Sponsors provide communication between the networks and the Provost's Board, and champion equality, diversity and inclusion.

[Able@Imperial](#) is open to all disabled staff, staff who support disabled dependents, and staff who have an interest in disability in the workplace.

[Imperial 600](#) is the network for LGBTQ+ staff and postgraduates. Straight allies are also welcome.

[Imperial As One](#) is open to BAME staff and those with an interest in race equality.

The staff networks each have their volunteer co-chairs, and EDIC works with them to improve the visibility and engagement of those with protected characteristics and their allies. Some of the major events organised by the staff networks during this annual reporting period have been highlighted above (see EDI Calendar). Other highlights include the following.

In May 2020, Imperial As One [celebrated their 15th anniversary with an online panel event](#), looking at the past 15 years through the memories of past and present Chairs, Heads of Equality, Diversity and Inclusion (EDI) and Imperial As One members. They also began producing a weekly interview series called [“Belonging – Exploring the BAME experience”](#), candid interviews with BAME students, academics and professionals sharing their experiences and insights in finding their sense of belonging.

Since the move to remote working due to COVID-19, they have also been hosting virtual coffee mornings (every Monday) and afternoon teas (every Wednesday) open to all members.

Imperial 600 had a panel discussion on 26 November 2019, exploring the impact of media and technology on diversity and inclusion. Speakers included:

- BBC's first ever LGBT correspondent, Ben Hunte
- Bloomberg LLP's Global Head of Diversity and Inclusion, Pamela Hutchinson

- Google's Pedro Pina, the Vice President of Global Client and Agency Solutions in Europe, the Middle East, and Africa (EMEA)

9 Other activity

9.1 EDIC response to Black Lives Matter

The widespread protests at the killing of George Floyd by a white policeman in the early summer of 2020 have cast the glare of attention on racism across the world. [Imperial showed solidarity with Black Lives Matter protesters against racial injustice](#). The Co-Chairs of Imperial As One, Yani King, Dr Sarah Essilfie-Quaye, Des Samuel and Dr Wayne Mitchell made a [statement](#), and a blog post was co-authored by the Head of EDIC and the Assistant Provost (EDI) about [combating racism at Imperial](#).

EDIC launched a [“How to be a white ally”](#) webpage with suggestions and resources for those looking to take positive steps to become a more active ally. This page has received positive feedback both internally and externally.

On 18 June, EDIC organised a panel event entitled “Building alliances in the face of atrocity” to create dialogues acknowledging the many ways Black people have been affected and to begin building alliances across all facets of diversity. The panel consisted of:

Femi Otitoju, Managing Director at Challenge Consultancy (Chair)

1. Harbhajan Brar, Director of HR, Imperial College London
2. Marcia Willis Stewart, Managing Partner at Birnberg Peirce & Partners Solicitors
3. Dr Keon West, Reader in Psychology at Goldsmiths University of London and Director of Equalab
4. Professor Stephen Curry, Assistant Provost (EDI), Imperial College London

On 1 July 2020, EDIC hosted an online event with award-winning science journalist Angela Saini and chaired by Imperial alumna Dr Red Elmahdi, which discussed the ways in which racism is embedded in science and academia. It reflected on scientists’ historical role in establishing and legitimising racist theories and examined how we can eradicate this legacy from our work today.

EDIC also ran Safe Spaces workshops to give staff, in particular HR, a platform to discuss concerns around the Black Lives Matter movement, having these sometimes difficult conversations and sharing tips for creating a safe space that allows colleagues to address these concerns in a constructive way.

EDIC supported Melanie Lee, Organisational Development Consultant in the Learning and Development Centre (LDC), and Ireti Webb, Strategic HR Partner (Faculty of Engineering), to develop a workshop called Let’s Talk About Race. This emerged from Melanie’s work with the Department of Earth Sciences and Engineering to reflect upon their history in light of the Black Lives Matter movement. Sessions were initially piloted in the Faculty of Engineering, but interest has grown across the College for these sessions to be expanded.

Imperial As One created a community-edited [Black Lives Matter Resource List](#) (Teams access) to help educate members on the Black Lives Matter movement in the context of both the UK and the US.

9.2 Other EDIC events

EDIC hosted science writer and broadcaster Dr Adam Rutherford on 11 February 2020, who gave a talk about his new book *How to Argue With a Racist: History, Science, Race and Reality*, a vital

manifesto for a twenty-first century understanding of human evolution and variation, and a timely weapon against the misuse of science to justify bigotry.

9.3 Local EDI Committees MS Teams site

In July 2020, EDIC created a “Local EDI Committees” Microsoft Teams site for those in departmental and faculty EDI committees, including both academic and professional services departments, to connect with each other and share ideas, inspiration, and progress. The site has over 90 members.

9.4 Equality, diversity and inclusion website

EDIC continued to develop the College equality, diversity and inclusion website, in particular the [resources section](#). These resources aim to help staff and students better understand issues, learn from best practice, and start taking positive steps to proactively support equality, diversity and inclusion.

While the restrictions on everyday life imposed by the coronavirus pandemic present extraordinary challenges for all staff and students at Imperial, we recognise that particular groups will be impacted in different and sometimes disproportionate ways. A [COVID-19 resource page](#) was developed in early 2020 in order bring together internal and external information and resources on one page.

Building on the [“How to be a white ally”](#) webpage, a broader [race equality page](#) was developed to highlight work and activity across Imperial.

9.5 Social media

EDIC has been on [Twitter](#) since April 2019 as an avenue to communicate with staff and build networks with other universities/organisations. The account currently has 359 followers.

9.6 Newsletters

EDIC normally produces a newsletter every two months. At the start of the COVID-19 pandemic, EDIC started sending newsletters monthly as a way to engage with subscribers during this time of remote working.

The newsletter showcases what has been happening in the EDIC, what the College [staff diversity networks](#) have been doing, news from across the College, and the latest from across the higher education sector more generally. The newsletter currently has 250 Imperial members subscribed. You may [subscribe to the newsletter online](#).