

## 2023-2024 EDI priorities for Department of Computing

Submitted for October 2023 meeting of the College EDI Forum, by Alessandra Russo and Jackie Bell

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. To improve the inclusivity, culture, and day-to-day experience for all staff and students in Computing	Increase social interaction between staff by introducing regular interaction opportunities.	Often, colleagues do not know what others do and what value this brings to our mission.	Director of Student Experience	Staff social calendar created and circulated (September 2023)	To have, by 2025, 70% of staff and students feel sufficiently involved in decisions that directly impact their roles. (Survey Results)	
	Co-design and deliver annual networking events, in collaboration with postdoc representatives.	Our 2022 Staff Culture Survey showed a divide between academic staff and support staff, with staff wanting more opportunities to socialise between teams and job families.	Equality Diversity and Culture Committee (EDCC)	A central place for women's networks to advertise upcoming events and opportunities created, e.g., forum, noticeboard, etc. (Autumn 2025)	Social calendar created by Sept 2023.	
	Collaborate with the FoE Ambassador for Women to promote termly events and staff/student career development opportunities for women (particularly UG students).		Senior Teaching Fellow for Diversity			
2. To increase awareness and transparency of departmental reporting mechanisms and strategic decisions.	Produce a clear flowchart system to channel people to contact relevant individuals when raising concerns, and publish it on the staff intranet.	Senior leadership in Computing recognizes the challenges that the leadership crisis of 2020 brought at Imperial. With 40% of staff (of which about half are women) not knowing or not believing that Computing is active in tackling bullying and harassment, Computing must improve this perception and	Ambassador for Women			
	Creating a briefing sheet that clearly outlines the options for support for staff and students.		Equality Diversity and Culture Committee (EDCC)	Flowchart of support created (September 2023, reviewed annually)	To have, by 2025, 85% of staff and students complete EDI training (bullying & harassment, consent, active bystander, and unconscious bias).	
			Department Management Committee	Roll out compulsory unconscious bias training by September 2023	> 60% of respondents of the annual dept culture survey are satisfied with how bullying and	
			Senior Teaching	Roll out compulsory active bystander		

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	<p>Introduce compulsory EDI training for all students (including PhD):</p> <ul style="list-style-type: none"> <li>• Consent training</li> <li>• Active Bystander</li> <li>• Unconscious Bias</li> </ul>	<p>address an apparent hesitation to report misbehaviour, which seems to stem from a perceived lack of transparency and negative past experiences.</p>	<p>Fellow for Diversity</p> <p>Director(s) of Study</p>	<p>training by September 2024</p> <p>Staff training sessions organised and run at Departmental staff meetings (by November 2024)</p>	<p>harassment are addressed in the department (Currently at 41%, as of July 2022)</p>	
<p><b>3. To improve the way in which we value and support the careers of all staff, including women and those from underrepresented groups.</b></p>	<p>Add mentoring information to induction packs to encourage new starters to consider mentoring, including College-led mentoring and reverse mentoring schemes.</p> <p>Add flexible working policy and information to the staff intranet.</p> <p>Support Teaching Fellows to identify mentors through the College Teaching Fellows Network.</p> <p>Staff made aware of secondment opportunities at annual PRDP.</p>	<p>In a survey conducted by the PRDP working group (Autumn 2022), staff suggested that mentoring would be more valuable to them than Imperial's current annual review process.</p> <p>In the 2022 Culture Survey, L&amp;T and PSF staff expressed a desire to have more opportunities to discuss career prospects in non-formal contexts.</p> <p>Results from the 2022 Culture Survey show a disparity in the way flexible working is discussed and offered to staff in different job families.</p>	<p>Head of Department</p> <p>DOM</p> <p>Director of Study</p> <p>Director(s) of Postdocs</p>	<p>Review alignment of department policies with College Work location framework (June 2023).</p> <p>Mentoring information added to induction packs (by August 2024)</p> <p>Imperial's Teaching Fellows Network contacted to create mentoring scheme (by April 2024)</p>	<p>To have, by 2025, 40% of staff involved in informally mentoring other staff for their career development; to have, by 2024, 90% of staff think they benefit from flexible working.</p>	

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4. To make our staff and student population markedly more diverse in terms of gender, minority ethnicity, social background, or other suitable diversity aspects.	Analyse admissions data to identify additional schools to work with, by understanding where successful widening participation applicants come from.	The gender balance of our UG degrees meets the UK average; for all other degrees we are below the UK average. Our black student population is below UK average in all our taught and research degrees.	Head of Research	Admissions data analysed for the past 3-5 years to identify trends in applicants (August 2024)	To increase, by 2026, the number of applications from women to 25% for UG and 30% for MSc and PhD degrees; to increase, by 2026, the number of applications from women to 25% for academic and research positions and to 35% for L&T positions.	
	Run an annual girls-only taster day to encourage uptake of computer science.	In the most recent academic recruitment rounds, only 20% of hired academics were women and nobody identified as black. We made 7 offers to women, where 5 declined our offer to accept offers at MIT, Princeton, ETH, and places of similar repute. We received only 6 applications from people of Black heritage.	Head of Department	Girls-only taster day (October 2023). Repeated annually.		
	Run an annual hackathon event for Black and minority ethnic students (in collaboration with Imperial's African Caribbean Society) to encourage uptake of computer science at postgraduate level (through our MSc conversion programme or otherwise).		Admissions Tutors	African Caribbean Hackathon (November 2023, repeated annually)		
	Focus on post-doctoral development of people from underrepresented groups.		Director of Outreach	Create a Director of Postdocs position and include this role in the EDCC (June 2024)	To double, by 2027, the number of applications from those who identify as black for all our taught places and positions; to make, by 2026, a first academic appointment to someone of Black heritage.	
	Proactively search for underrepresented candidates (including		Director(s) of Postdocs	Consult with postdocs and PFDC to identify training and development needs (August 2024)		

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	women) and encourage them to apply for roles by sending targeted and personalised invitations.					
<b>5. To develop a departmental EDI strategy that informs the planning of our new home and all our mission elements going forward.</b>	Develop and communicate an externally facing EDI strategy document, in alignment with: <ul style="list-style-type: none"> <li>• College strategy</li> <li>• Imperial Values</li> <li>• Athena SWAN action plan</li> </ul>	In a technical field traditionally dominated by white men, we need a departmental EDI strategy that aligns with that of Imperial and reflects our discipline and its exciting dynamics.	Senior Teaching Fellow for Diversity  EDCC Committee  Head of Department  Department Management Committee	Consultation with department (Autumn 2023)  Draft strategy (Winter 2024)  Publish strategy (Summer 2024)	To publish, by 2024, a departmental EDI strategy suitable for a diverse audience of prospective students, prospective staff members, industry partners, alumni, government agencies, and the press.	