

Equality, Diversity and Inclusion Forum

Imperial College London

Minutes of EDI Forum held 24 May 2022, 10:30 – 12:00 via Teams

Present:

Stephen Curry	SC	Chair, Assistant Provost (EDI) and Life Sciences
Jaclyn Bell	JB	Equality, Diversity & Outreach Public Engagement Computing
Alex Dawes	AD	REC Co-ordinator
Liz Elvidge	LE	Head of Postdoc and Fellows Development
Thomas Flynn	TF	Managing Director, Student Union
Kani Kamara	KK	Head EDIC
Ann Kelly	AK	Head College Employee Relations, HR
Travis Mager	TM	PA & Administrators Network (PAAN) Representative
Adrian Mannall	AM	Able at Imperial
Wayne Mitchell	WM	Imperial as One Co-Chair
Maureen O'Brien	MO	Head of Disability Advisory Services
Susan Parker	SP	Unite Branch (joint) and Equalities Officer – Physics/Tech
Nathalie Podder	NP	ICU Deputy President (Welfare)
Sara Rankin	SR	Medicine (Neurodiversity)
Desmond Samuel	DS	Imperial as One Co-chair
Vahid Shahrezaei	VS	Diversity Champion, Mathematics and Fac of Nat Sciences
Andrew Tebbutt	AT	Director of Outreach
Andrew Willson	AW	College Chaplain
Ji Young Yoon	JY	Technical Staff Representative
Andrew Youngson	AY	News & Campaign Contents Manager, Communications

Apologies:

David Ashton	DA	Academic Registrar
Sarah Essilfie-Quaye	SEQ	Project Manager in Research Strategy, Faculty of Medicine
Richard Green	RG	Sustainable Energy Business, Business School
Susan Littleson	SL	Deputy Director, Organisational Dev. & Inclusion HR
Jacalyn Murphy	JDM	(Minutes) EA to Assistant Provost (EDI)

	Agenda Item	Action
1.	Introductions	
	The Chair welcomed all and read apologies.	
2.	Minutes of last meeting held on 8 February and matters arising (paper 2)	

	The minutes of the last meeting held on 8 February 2022 were agreed as correct. The following matters were arising:	
2.1	TM has spoken to PAAN who would like a session on Report and Support and will follow up with KK to arrange a date.	TM
2.2	AD will follow up with MR on the Blakett Lab family after meeting with the black doctoral network as this is linked with an item of the REC action.	AD

3.	Resolution Policy (Ann Kelly)	
	<p>AK gave a presentation on the Resolution policy that has replaced the Grievance policy. The aim of the Resolution policy is achieve a constructive resolution to disputes and conflicts speedily and efficiently with confidential discussions between the individuals concerned and a member of the Employee Relations Team.</p> <p>The Facilitator helps both parties to engage in a constructive dialogue in a safe and confidential environment with the expectation that the individuals themselves reach a resolution.</p> <p>AK asked the committee to promote this approach as soon as issues are brought to members' attention that will save time in dealing with formal investigations.</p> <p>SC thanked AK for the presentation who will send a copy of the slides to JM for distribution to the group.</p>	AK
4.	Hot Topics	
	NP has met with Calyste Revel to discuss issues to include in the Stonewall action plan; these include offering support to transgender students in their transition; being mindful of intersectional issues for LGBTQ+ students with protected characteristics from minority ethnic backgrounds or with a disability. CR will discuss further at the next Stonewall Committee meeting.	CR
5.	Chairs Report (paper 5)	
	SC summarised his Chair's Report that will be posted on the EDI Forum website.	JDM

	<p>In the workplace model Imperial College's Stonewall award moved to the top 100 in the ranking, with thanks to Cynthia So and Kalpna Mistry of EDIC for putting the application together.</p> <p>The Athena SWAN deadline is next week, the full draft is completed, late feedback will be incorporated towards the end of this week; this is an institutional award applying for renewal of silver. With thanks to Rob Bell for his work.</p> <p>Race Equality Charter – there was a Town Hall meeting 2 weeks ago, due to low numbers the staff and student meetings were combined.</p> <p>Visiting Professorship programme – 4 appointments from minority backgrounds will be made in late June or early Summer.</p> <p>Sara Rankin is leading a number of initiatives following successful funding of £250,000 in December 2021 from Research England with a spending deadline July of July 2022 and will share the PowerPoint presentation.</p> <p>The black graduates' career conference is being held on 23 June: https://www.imperial.ac.uk/events/149122/black-graduate-careers-conference/</p> <p>SR has requested volunteers whose numbers are currently very low for the Great Exhibition Festival and will provide updated slides and access to the festival: https://www.imperial.ac.uk/festival/get-involved/</p>	
<p>5.</p>	<p>EDI Forum membership review and Terms of Reference (papers 3, 4)</p>	
	<p>A separate meeting was held on 29 March to discuss the membership, operation and terms of reference.</p> <p>There are now a number of committees and groups embedding EDI issues. The EDI Forum is the only listening committee with meetings scheduled one month in advance of the EDI Strategy Group that has a standing agenda item for EDI Forum issues. SC asked for comments from the group on the revised terms of reference that were approved by members. These are now agreed.</p>	
<p>6.</p>	<p>College Closure dates for Religious Holidays (Andrew Youngson)</p> <p>AY is attending in place of Maxine Myers Communications and as part of the EDI Division Working group they had raised an issue with HR on the possibility of employees having the option to choose their bank holidays that are more meaningful to their culture, religion or lifestyle. HR replied that to make a single rule would be too complicated as there are so many different types of contracts.</p>	

	<p>AY highlighted some case studies where companies had adopted a flexible working programme for employees to choose bank holidays and a detailed discussion followed.</p> <p>AW commented this is an area where work is being done where religion prohibits work and affects students that Hannah Bannister has discussed with AW.</p> <p>The EDI Forum members agreed there is support in principle whilst recognising the logistical issues. AY will write a proposal that SC will submit for inclusion in the next EDI Strategy Group that is meeting on 4 July.</p>	<p>AY/SC</p>
<p>7.</p>	<p>Any Other Business</p>	
	<p>SP commented that she would like to see ethnicity in terms of statistics as someone's geographical location rather than referring to groups by colour. KK and SP have previously had a brief discussion and SP had put together a brief proposal with details added to the chat.</p> <p>It was agreed that more time will be given at a future EDI forum to discuss further and SP will write a more detailed proposal to show how the data could be mapped together and to consider the legal constraints.</p>	<p>SP</p>