

2024-25 EDI priorities for Department of Chemistry, submitted by James Wilton-Ely

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. Athena SWAN Gold renewal	Gathering of data to demonstrate that we have maintained and expanded our AS-relevant activities with latest feedback coming from Chemistry Athena Swan Culture Survey 2024. Completing and reviewing Action Tracker.	Ongoing efforts to support women in the Department and improving our gender balance in the department. Maintaining our Gold award, driving and influencing future recruitment strategies.	EDI Co-Directors: Nazila Kamaly (NK) and Francesco Aprile (FA) leading with input from James Wilton-Ely (JWE), HoD (Oscar Ces) and Departmental EDI/AS SAT Committees	End of January 2025 submission and outcome likely to be known in the following months.	Renewal of AS Gold award for a further 5 years.	Currently on an amber (working draft ready for feedback January 6 th).
2. Promoting and expanding inclusive chemistry (iCHEM) initiative	Recruitment of ambassadors for iCHEM from our UG and PGs. Raising funds to support the initiative. Influencing workshop for female line managers/leaders. Women in Chemistry Career Q&A series. White paper on importance of maternity and paternity leave considerations in cut-off time frames for key UKRI grant funding calls and schemes that are career level dependent.	Successful launch of iCHEM at 2024 Women in Science event with positive feedback providing evidence for this priority. The ICR provided an opportunity for NK and other Imperial academic women to attend the influencing workshop which was a great success. The ERC offers 18 months extension to its calls per child (for either parent, for career level dependent calls) – UKRI currently does this post grant award, ERC does pre-application/pre-award	EDI Co-Director, Nazila Kamaly (NK), supported by Departmental EDI Committee and HOD. iCHEM outreach and WP activities also supported by FA and JWE.	Throughout 2025, we plan to secure Chem department staff and students to support iCHEM activities. An Influencing Workshop for Women in STEM has been arranged for International Women's Day in March 2025. The White paper will be initiated from February 2025 once our AS renewal is submitted.	NK will interview up to 12 women (1 per month) across all job families about their careers to date and discuss key enablers on their journey, this will be disseminated via departmental social media platforms. NK will write a white paper for dissemination to the UKRI and Advanced HE. The White paper aims to shed light on the link between retention of female academics (or parents) vs grant scheme extension time frames (prior to application – not once the grant has been awarded).	N/A as activity planned for 2025 and beyond.

3. Continuing and expanding Summer Research Placements for students of Black heritage	<p>Continue this highly successful and unique programme and expand to increase the number of research groups (PIs and PhDs) involved. Recruit and team of PhD students who can take over organisation from James Wilton-Ely (JWE). Current priority is to harmonise this programme with the College-wide Confronting Educational Inequality (CIE) programme.</p>	<p>This programme has become an integral part of the Department's engagement with under-represented groups and plans to diversify student intake. Very positive feedback from Year 12 students and their teachers (e.g., ARK Academies in Wembley and Barnet), PhD students and their PIs.</p>	<p>EDI Co-Director, James Wilton-Ely, with support from HoD (Oscar Ces), DOM (Erika Rosivatz) and Departmental EDI Committee</p>	<p>Integration with the CIE programme has already begun but August 2025 will be a milestone to measure how effective it has been to match Y12 students with PIs/PhD earlier in the year to create a poster before the summer placement.</p>	<p>An increase in students of Black Heritage applying to this programme (37 last year for 8 places), an increase in BAME students from the programme applying to Imperial and university in general. Additionally, comments in feedback survey from Year 12 students run after the completion of the summer placements.</p>	<p>Update will appear here at the end of the year.</p>
4. Generating and Integrating material to make the Chemistry curriculum more inclusive	<p>Through the two Royal Society of Chemistry (RSC) Missing Elements projects (£200k over 3 years) secured with colleagues at QMUL, Kingston, Greenwich and Brighton, generate materials to make the chemistry curriculum more inclusive (profiles of scientists from under-represented groups etc.) and link content to social justice aspects and UN Sustainable Development Goals.</p>	<p>Substantial literature evidence suggests that such changes can help the curriculum become more inclusive and reflect better wider, global issues. Surveys carried out both in the Department and externally by our partners confirm this. Baseline surveys were carried out at the start of the programmes and will be run again each year to assess impact.</p>	<p>EDI Co-Director, James Wilton-Ely, with support from Ravi Singh and the rest of the RSC Missing Elements teams at Kingston, Brighton, QMUL and Greenwich.</p>	<p>Progress will be assessed at an in-person meeting bringing together all the Missing Elements partners in April 2025, hosted by JWE at Imperial College.</p>	<p>Yearly survey of the UG students and Staff at Imperial (and at the other partner institutions) will be used to gauge the impact and profile of the resources introduced to the curriculum. External feedback from the RSC and take-up by other stakeholders will also provide a measure of the progress achieved.</p>	<p>Update will appear here at the end of the year.</p>
5. Engaging with the White City community to expand outreach activities	<p>Strengthening links the White City community through the Invention Rooms, Chemical Kitchen activities and engagement with WEST Youth Zone.</p>	<p>Foster stronger ties with the local community to better reflect London's diversity within our student body.</p>	<p>EDI Co-Director, Francesco Aprile with support from James Wilton-Ely, HoD (Oscar Ces) and Departmental EDI Committee</p>	<p>Aim to: 1) increase the participation of students and staff volunteering at the Invention Rooms and WEST Youth Zone, 2) encourage independent outreach by staff, and 3)</p>	<p>Successful commencement of new cooperative activities, such as a Chemical Kitchen style workshop on making alginate materials in the</p>	<p>Update will appear here at the end of the year.</p>

				organise the first joint activity between Imperial Chemistry and the WEST Youth Zone by June 2025.	kitchens at WEST Youth Zone. Increase in number of staff and students volunteering in White City area. Increase number of outreach activities by staff.	
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