

2024-25 EDI priorities for NHLI, submitted by Beata Wojciak Stothard

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. Improving networking and cohesion between different sections of NHLI	New format of Science and Culture Seminars, with HOSs giving presentations + invited speakers (covering research and EDI issues). EDI Leads summarising Suggestions Box submissions and being available for questions/discussion. Inviting Emeritus professors to give an overview of their interests/achievements	Low interest in these seminars so far, low responsiveness to surveys within NHLI. Move of several groups to Hammersmith/White City site: need for greater cohesion	EDI Leads Blerina Ahmetaj and Hime Gashaw	First Seminar to be organised in December	Increased participation (more than 15 participants)	
	Coordinating the move, Organising joint events/outings	----- Need to facilitate the move and improve networking between the old and new groups	Move Champions	January/February	New groups feeling comfortable and settled in a new place (survey?)	
2. Supporting new academics	New Scientist Day	An opportunity for newly appointed academics to share their research, network with colleagues, foster new collaborations, all to enhance their career development	HOD, EDI Leads	January?		

3. Improving communication within NHI	Implementing the online Suggestions Box	Survey results : improving effective 2 way communication Making sure that everyone can anonymously contribute to discussion regarding working conditions, relationships and career development	Communications Manager EDI Leads	December onwards	Having submissions and responding to them/ implementing suggested changes	
4. Encouraging Clinical Academic career path (for women in particular)	Statistical data showing a decline in the number of female clinical academics (from application, interview to recruitment)	Organising events for medical undergraduates to encourage them to undertake clinical academic career Clinical Academic Research Symposium for undergraduate medical students	Claire Shovlin Rasha Al-Lamee Chloe Bloom	December onwards	Event feedback, improvement in statistics	
5. Updating information about childcare at Hammersmith Campus	Feedback from groups moving to Hammersmith (Respiratory Section)	Sourcing information, discussing with College EDI			Updated information on the website	