EDIC @ Dyson School Status Update

OVERVIEW

- Background and motivation

- Activities

  - Committee - Charter; Structure; Organisation

  - Departmental benchmarking – Survey (Sam)

  - Athena Swan (Natalia)

  - Planned and ongoing initiatives

  - EDIC training opportunities (Sarah)

- Next steps and discussion

Imperial College London

EDIC Committee

INTERM STEERING COMMITTEE

- Natalia Goehring (Co. Chair)

- Sarah Wissing

- Audrey Gaulard

- Sam Cooper

- Thrish Nanayakkara

- Robert Shorten (Co. Chair)

Imperial College London

WHAT HAVE WE BEEN UP TO?

To-date

- Established "interm steering committee"
- Understand ICL position
- Dep. EDIC structure
- Survey department
- Invite experienced people from other departments to share best practice
- Develop a basic Charter

To do

- Deploy first working groups
- Launch website
  - (Including anonymous reporting system)
- Arrange first EDIC committee
- So much more! ☺

Imperial College London

WHAT HAVE WE BEEN UP TO?

To-date

- Established "interm steering committee"
- Understand ICL position
- Dept. EDIC structure
- Survey department
- Invite experienced people from other departments to share best practice
- Develop a basic Charter

To do

- Deploy first working groups
- Launch website
  - (Including anonymous reporting system)
- Arrange first EDIC committee
- So much more! ☺

Imperial College London

Guiding Principles (Charter)

GUIDING PRINCIPLES

A. To identify and address bias in all its forms, arising from issues related to protected characteristics in the School of Design Engineering;

B. to ensure equality of access to opportunity for everyone irrespective of their "protected" characteristics;

C. and pursue the agenda of *widening participation.*

GUIDING PRINCIPLES

"Protected characteristics" to include:

- Age
- Belief system (e.g. religion)
- Cultural identity
- Demographic and socio-economic background
- Disability
- Gender
- Marriage and civil partnership
- Pregnancy and parenthood
- Race
- Sex
- Sexual orientation

Imperial College London

OBJECTIVES

1. To ensure that the policies of Design Engineering are consistent with the core EDIC policies of Imperial College London.

2. To identify policy, and organisational and management structures, in Design Engineering, that may impede individuals or groups, in both the student body and the staff body, in realising their potential or limit their access to opportunities.

3. To promote tolerance, inclusion and wellbeing as a core and basic value in Design Engineering.

Imperial College London

OBJECTIVES

4. To report biannually to the Senior Management Committee (SMC) and make recommendations for action to both Design Engineering and ICL via the SMC.

5. To establish and monitor working groups focused on particular issues relevant to EDIC (e.g. Athena SWAN).

OBJECTIVES

6. To establish and maintain a website articulating the department's EDIC principals and processes, as well as a reporting system to ensure members of our community are always able to raise concerns.

7. To report to and liaise with Faculty EDIC.

8. To organise and provide EDIC training for staff and students.
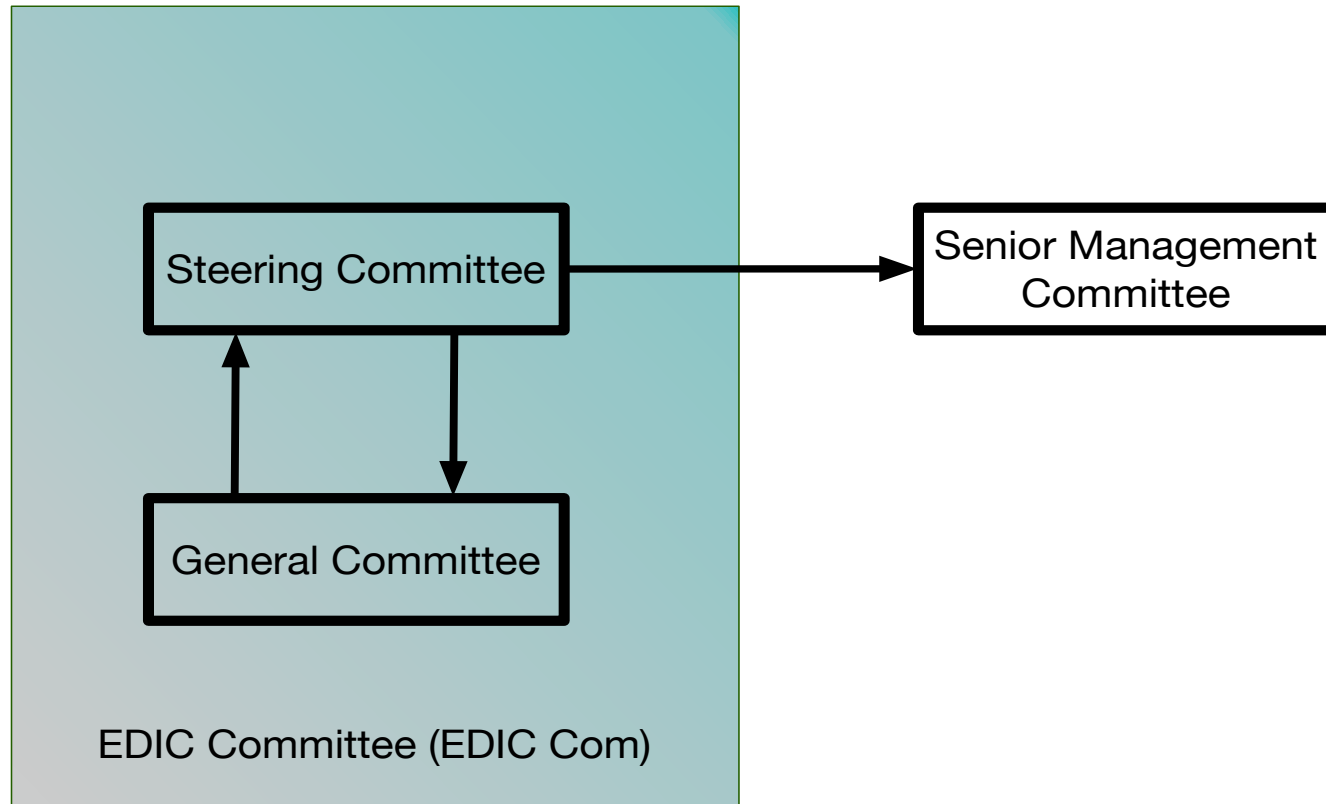
WHAT DOES THIS MEAN?

What we do? For example -

- oversight of departmental processes;
- ensure departmental structures are *carer-friendly;*
- promote a culture of respect, inclusion and equality.

What we do not do?

- Provide oversight of coursework loadings (tell us about it, but at SSCC)
- Deal with grievances/complaints between individuals

Imperial College London

Structures

EDIC STRUCTURE IN DE

Steering Committee

Senior Management Committee

General Committee

EDIC Committee (EDIC Com)

Imperial College London

STEERING COMMITTEE

Role: To provide leadership on EDIC issues, allocate and track working groups on particular initiatives and drive projects forward in reasonable time-frames.

Membership: All members voices will be heard on EDIC topics, although they have some specified responsibilities. Members to include:

- Chair (Two-year post) – runs meetings, builds and sends out agreed agenda.
- SMC committee member responsible for reporting to SMC
- Secretary – minutes and arrangement of meetings
- Elected UG student
- Elected PG student
- Working group leaders (typically those driving projects or leading working groups)

Imperial College London

STEERING COMMITTEE

Reports to: General committee (and seeks approval of); makes formal recommendations to SMC on behalf of General Committee.

Meeting frequency: Once per quarter, plus additional sessions to address urgent issues.

Minutes: Public and available to DE community via EDIC website.

Election of new members:
- Chair – elected at general committee
- Senior committee member – appointed by SMC
- Secretary – arranged by school office
- UG/PG Representation elected by student body
- Working group leaders – appointed on a task-by-task basis

GENERAL COMMITTEE

Role: To review and endorse actions of SC. Raise issues from any member of the DE community relevant to EDIC issues.

Expected attendees: Steering committee and all student and staff reps.

Welcome: All DE community.

Meeting frequency: Twice per year

Minutes: Public and available to DE community via EDIC website.

Management: Chair and secretary of steering group also chairs and administer GC.

Working groups: Leaders attend to report on progress.

Decision making: Motions submitted to Chair in advance. If Chair disagrees with a vote on motion, the Chair must supply a written explanation. Majority vote.

Imperial College London

Ongoing activities and next steps

IN-PROGRESS AND NEXT STEPS

- Website – in progress

- Survey follow-up and EDIC training activities

- General Committee meeting and election of Steering Committee

Imperial College London