

**Department of Immunology and Inflammation, Imperial College London  
Commonwealth Building, Hammersmith Hospital Campus, Du Cane Road, W12 0NN**

**Department of Immunology and Inflammation| EDI Committee**   
**2:00pm, Wednesday 29th November 2023**

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| **Present:** | **Apologies:** |
| Dr Josefin Ahnstroem (JA) | Professor Marina Botto (MB) |
| Ms Christina Emmanuel (CE) | Dr Wayne Mitchell (WM) |
| Dr Magdalena Gierula (MG) |  |
| Ms Rena John-Lewis (RJ-L) |  |
| Dr Christina Malaktou (CM) |  |
| Dr Tassos Petri (TP) |  |
| Professor Jessica Strid (JS) **(Chair)** |  |
| Dr Maggie Trela (MT) |  |
| Ms Cathy Tupman (CT) |  |
| Mx Kass Vezyrgianni (KV) |  |
| Mr Edward Wallace (EW) **(Secretary)** |  |
| Dr Henry Xu (HX) |  |

|  | **ITEM** | **ACTION** |
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| **1** | **Welcome and apologies for absence (JS)** |  |
|  | The Chair noted that apologies had been sent from MB and WM.  The minutes of the previous meeting were approved. |  |
| **2** | **Updates (various)** |  |
|  | RJ-L confirmed that she had completed the necessary training relating to her new role as mentoring co-ordinator, and said that anyone requiring help in this regard could get in touch with her when necessary.  KV informed the Committee that Transgender Awareness Week had taken place from November 13-19. It was noted that preparatory work for LGBT History Month was taking place; this was scheduled for February 2024. KV also noted that they were organising a conference around similar EDI-related matters, which was anticipated to take place in April 2024 at the Sir Michael Uren Hub. |  |
| **3** | **Mentoring** |  |
|  | The Culture Survey, following the closure of submissions, had had its first review and the initial findings from the data were reported to the Committee. The most salient initial findings of the data were as follows:   * The response rate (93 responses vs 55 in the 2021 survey) was a considerable improvement on the previous survey. * Responses were spread evenly across all staff categories and all of the Department’s Centres. * Most staff were happy or very happy to be working within the Department. * A majority of staff felt they could express opinions without negative consequences. * Most Departmental staff felt that the HoD was accessible and visible. * Around half of the Department’s colleagues felt that management and decision making was transparent. * A majority felt that the Department effectively accommodated caring responsibilities for relevant staff. * A small minority of staff within the Department had experienced or witnessed discrimination or harassment, which was of concern. * A majority felt as if progression opportunities had been well communicated within the Department. * A majority of departmental PhDs/postdocs felt that they could present their work. * A majority of staff had not participated in outreach or public engagement activities. * Most staff felt that they were able to cope with their workload. * A small minority of staff within I&I felt that they could not take sickness absence for mental health-related reasons. * Most Departmental staff were aware of the College’s mentoring scheme – a similar proportion felt that they had a role model within the Department.   TP enquired if the data was still to be fully reviewed and analysed – CT confirmed that full analysis was still pending, being delayed on account of the People and Culture Manager role being vacant. CE noted that the ‘neither agree or disagree’ option in a survey could be viewed positively, particularly if selected as a response to some of the more ‘negative’ questions. |  |
| **4** | **AOB** |  |
|  | KV enquired whether Committee members felt that setting up a Pronouns event, similar to International Pronouns Day typically held in October, would be a worthwhile exercise at some point; there was broad agreement that this would be the case.  The Chair informed the Committee that the next meeting would likely be scheduled for the second half of January 2024 – an availability poll would be sent out by the Secretary for this. | **EW** |