

**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**
**12:00pm, Wednesday 4th July 2023**

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| **Present:**  | **Apologies:** |
| Professor Marina Botto (MB) | Ms Christina Emmanuel (CE) |
| Dr Magdalena Gierula (MG) | Ms Rebecca Smith (RS) |
| Ms Rena John-Lewis (RJ-L) | Dr David Thomas (DT) |
| Ms Stacey McIntyre (SM) |  |
| Dr Christina Malaktou (CM) |  |
| Dr Wayne Mitchell (WM) |  |
| Mr Furqan Shah (FS) |  |
| Professor Liz Simpson (LS) |  |
| Professor Jessica Strid (JS) **(Chair)** |  |
| Dr Maggie Trela (MT) |  |
| Ms Cathy Tupman (CT) |  |
| Mr Edward Wallace (EW) **(Secretary)** |  |

|  | **ITEM** | **ACTION**  |
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| **1** | **Welcome and apologies for absence (JS)** |  |
|  | The Chair noted that apologies had been received from CE and JA.. The minutes of the previous meeting were approved.  |  |
| **2** | **Updates (JS)** |  |
|  | The Chair informed the Committee that Rebecca Smith, the new People and Culture Manager for Immunology and Inflammation, as well as Brain Sciences, had started within the Department. It was noted that Julie Makani, the Provost’s Visiting Professor for the Department, was due to deliver a seminar on May 4. JS and the Secretary would work with Meesha Patel to get this advertised on the College events page.The Chair noted that there had been a Faculty People and Culture meeting in March, which had concentrated on workload and its effects on wellbeing.  |  |
| **3** | **Athena SWAN action plan update** |  |
|  | The Chair went through the Athena SWAN action plan to determine how much progress had been made toward achieving the listed actions, as compared to the last review in 2022. Key points were as follows:* It was noted that greater representation of male members was required, as some of the Committee’s male members had left.
* There was agreement that the impact of COVID-19 on research activity, health and wellbeing was lower than during the previous review; it was noted that strike action was potentially having a higher impact.
* It was confirmed that the welcome pack for doctoral students had been published in 2022. A review of this document was expected to take place in the summer. There were discussions about how its distribution to new students could be improved; CT said that she would discuss this with Division Managers/Centre Administrators.
* EW confirmed that a welcome pack for postdocs was being worked upon, and that a first draft of this document would soon be circulated to relevant Committee members and other individuals for feedback prior to publication.
* There was agreement that further work on the departmental mentoring scheme was required, and that greater development opportunities for PhD students was to be a key objective of this scheme. It was noted that better explanation of the potential usefulness of mentors could perhaps lead to greater uptake from the doctoral student cohort – perhaps by getting prior mentors or mentees involved. CM and SM noted that communications regarding the mentoring scheme had been somewhat sporadic in the past.
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| 4 | **AOB** |  |
|  | Following previous discussions on expanding the remit of Athena SWAN-related actions to cover more non gender-related matters of equality, WM noted that there was still work to be done in achieving true gender equality within UK academia.  |  |