

**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 26th October 2022**

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| **Present:**  | **Apologies:** |
| Dr Josefin Ahnstroem (JA) | Ms Paulette Lindsay Greenidge (PL-G) |
| Professor Holger Auner (HA) | Dr Frederic Toulza (FT) |
| Professor Marina Botto (MB) |  |
| Dr Magdalena Gierula (MG) |  |
| Ms Rena John-Lewis (RJ-L) |  |
| Dr Christina Malactou (CM) |  |
| Dr Wayne Mitchell (WM) |  |
| Professor Liz Simpson (LS) |  |
| Professor Jessica Strid (JS) **(Chair)** |  |
| Dr David Thomas (DT) |  |
| Dr Malgorzata 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 Frederic Toulza had stepped down from the Committee and thanked him for his prior service. |  |
| **2** | **Updates (JS)** |  |
|  | The Chair informed the Committee that both the College and Faculty Athena SWAN meetings had taken place in the preceding week; it was confirmed that the College’s Athena SWAN Silver award had been successfully renewed. The Committee received the Women In Academia at Imperial report which detailed, among many other things, the existing activity to support female academics’ progress at Imperial and recommendations on how to further facilitate this. The general takeaway was that progress was good but could have still been better. The Committee was informed that the Faculty’s counterpart committee had decided to expand its remit and was in the process of changing its name as a result. It was noted that an action plan would be generated in order to address the four main focus points which had arisen from the staff survey. Further to the above, it was also noted that there had been discussions as to whether the College committee should expand its focus.  |  |
| **3** | **Staff Survey Review (CT)** |  |
|  | CT discussed the departmental Staff Survey which had closed in April, noting the salient points which had arisen from the responses. Key points from this discussion were as follows:* The response rate for the survey was just under 50%, which was slightly under the College engagement rate.
* The favourability of question responses was broadly in line with the College rate.
* It was noted that the responses suggested that people thought of I&I as a health-conscious department.
* Colleagues were broadly confident that steps to resolve issues would be taken as a result of the survey.
* A minus point of the survey responses was that the percentage of departmental colleagues who felt able to fulfil job requirements without working excessive hours was lower than the College rate.
* Similarly, the belief that line managers kept their direct reports up to date with the department and College was lower than the College rate, as was the sense of belonging to the wider College.

JA noted that the lack of free text boxes in the survey made it more difficult for colleagues to recommend improvements and queried whether the data from this year’s survey could be compared with data from previous years. CT informed the Committee that the survey had changed slightly from previous years, making like-for-like comparison more difficult. MB commented that individuals were perhaps more likely to express criticism and praise, with which there was some agreement among the Committee; it was also noted that academic and operational colleagues had different needs, which would make it more challenging to implement broad-brush solutions. It was agreed among the Committee that the Departmental newsletter could be used to communicate positive changes in this area going forward.MB noted that differences in the PRDP procedure between the College and the Trust could lead to a clash in expectations regarding what the meetings were intended to achieve. Discussions would be needed in order to determine how to resolve these issues.It was highlighted that improvement to the PRDP process was noted as a recommendation from the survey; further to this, it was noted that a College-level process to do so was ongoing.  |  |
| **4** | **AOB** |  |
|  | WM noted that Imperial as One had organised events which were due to take place within Black History Month. The focus of the events included, but was not limited to, the effects of HLTV1 within the black community, and challenging racism within the NHS. All were encouraged to attend any events for which they were available and held an interest.WM also informed the Committee that the Beyond Ethnicity conference was due to take place in November.  |  |