

2025-26 EDI priorities for Department of Bioengineering, submitted by Claudia Clopath

2.01	In order to increase gender representation at the staff level, we first need to ensure a stability of equal gender representation in the pipeline, i.e. our students. To that end, continue to ensure a 1:1 offers of female / male undergraduate offers.	Of the 7 UG dept bursaries currently available, ensure 3 are awarded to female candidates	C, D	Outreach Coordinator	Once per year at the offering time (Spring/Summer)	Comparable acceptance rate of male-female UG offers
2.02		Build sustained relationships with a range of secondary schools as part of our optional Science Comms Y3 UG module placements.	C	Outreach Coordinator	Starting winter 2025	Look to have 50% of Placements in target state secondary schools with the aim of engaging with 50% female students overall across all school placements.
2.03		Increase visits out to target UK schools. Apply to Imperial Seed fund to purchase specialized equipment with the aim of running a tensile testing workshop (linking to Bioeng research)	C	Outreach Coordinator	Starting spring 2026	3-4 offsite events run per year with 70% of participants stating they are considering Engineering as a career via post event feedback forms
Priority 3 - Culture and Wellbeing						
3.02	To manage workloads more efficiently and address work-life balance concerns (as shown in the	In addition to a fair and transparent distribution	C, D	EDCC Chair	Fall 2025 and then each year	We will organise an all staff focus group during a staff away

	focus groups affecting female more than male)	of tasks, encourage staff to take work-life balance training currently offered by Imperial training providers Promote available support through newsletters and intranet			To review when newsletters are coming out	day and evaluate whether work-life balance has improved in the Department.
3.05	Provide clarity and transparency about workload allocation for Professional Services staff.	DOM to provide clarity and transparency about workload allocation for Professional Services staff by a communication at one the Professional Services monthly meeting once per year	B,C	HoD / DOM	Spring of each year	We will organise an all staff focus group during a staff away day whether transparency for professional services staff has improved in the Department.
3.06	Consider the impact of shared maternity/ paternity leave on the Department.	Distribute email communication to staff and add to Department webpages	C	DoM	Fall 2025 and the once per year	80% of staff which are parents are aware of the leave.
3.09	Improve perception that staff are consulted on major decisions that affect the Department.	Agenda item added to and discussed at Departmental assemblies	C	HoD	Scheme put in place by summer 2025	70% academic staff feel that their opinions are sought and valued in the Department of

		Line managers to discuss with staff at regular catch-up meetings				Bioengineering, particularly for decisions that are likely to affect them. Female and Male opinions are similar (i.e. not diverging more than 10%)
3.10	Provide additional support to postdocs in their career aspirations	Further develop the link with the Postdoctoral Development Centre (PDC) providing career support in the College PostDoc to discuss PDC service once and PhD reps to discuss career opportunities once per year either at the postdoc/PhD coffee/social morning or at the poster symposium	C	EDCC Chair to appoint Postdoc rep	Fall of each year	Postdocs / PhD report positively they feel there is adequate career development opportunities via staff survey
Priority 4 - Intersectionality						
4.01	Provide better support for non-binary and other gender identities.	Invite Imperial 600 members to attend relevant visibility events.	A, C	EDCC Chair	Invitations starting fall 2025	One event per year ran, engaging with the LGBTQ+ community

4.02		New question added to staff survey on how we might increase other gender identities support	A, C	EDCC Chair	Fall every two year	Staff surveyed with results implemented by 2027
4.05	Mentoring Black and Mixed Black Heritage PhD students	Offers training for ESA/LSRs/conferences by reading/editing and listening to the talks. Build an external group of 'champions' to put the scholars in touch with to reach out to for community.	A, C	James West scholarship chair	Spring 2025	Success rate of ESA and LSR for Black and Mixed Black Heritage PhD students matching the overall average. Success rate for male and female are equivalent (not diverging more than 10%)
4.06	Improving the experience of Black and Mixed Black Heritage PhD students	Organise an event per year to celebrate success of Black researchers, such as Empower and Black to the Future II	A, C	James West Fellowship chair	Events starting by spring 2025	We will run interviews of James West scholars (as currently published on our website) and evaluate the quality of experience. Experience of female and male student should be similar.