

## 2025-2026 EDI priorities for Department of Computing

Priority	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)	End of year review and update (RAG rated)
<b>1. To improve the inclusivity, culture, and day-to-day experience for all staff and students in Computing</b>	<p>Increase social interaction between staff by introducing regular interaction opportunities.</p> <p>Co-design and deliver annual networking events for postdocs, in collaboration with postdoc representatives.</p> <p>Promote staff/student career development opportunities for all, and women in particular</p> <p>Create a social fund to support organic events within and between staff groups</p> <p>Reevaluate the current use of office space to see if it is optimal</p>	<p>Often, colleagues do not know what others do and what value this brings to our mission.</p> <p>Our 2022 Staff Culture Survey showed a divide between academic staff and support staff, with staff wanting more opportunities to socialise between teams and job families.</p> <p>As a growing department, we lack suitable meeting spaces – resulting in many meetings being held in other buildings and/or online. This can have a negative impact on staff and students</p>	<p>Director of Student Experience</p> <p>Equality Diversity and Culture Committee (EDCC)</p> <p>Teaching Fellow for EDI</p> <p>Director of Operations</p>	<p>Staff social calendar created and circulated (February 2026)</p> <p>A central place for women's networks to advertise upcoming events and opportunities created, e.g., forum, noticeboard, etc. (Autumn 2026)</p> <p>Social Fund created (December 2025)</p> <p>Review of meeting spaces/offices (April 2026)</p>	<p>To have, by Autumn 2026, 70% of staff feel sufficiently involved in decisions that directly impact their roles (Survey Results)</p> <p>Social calendar created by February 2026</p> <p>First round of funding issued, and feedback received (March 2026)</p> <p>Additional meeting spaces identified/created (September 2026)</p>	

<p><b>2. To increase awareness and transparency of departmental reporting mechanisms and strategic decisions.</b></p>	<p>Produce a clear flowchart system and list of key contacts to channel people to contact relevant individuals when raising concerns, and publish it on the staff intranet.</p>	<p>With 40% of staff (of which about half are women) not knowing or not believing that Computing is active in tackling bullying and harassment, Computing must improve this perception and address an apparent hesitation to report misbehaviour, which seems to stem from a perceived lack of transparency and negative past experiences.</p>	<p>Equality Diversity and Culture Committee (EDCC) Department Management Committee Teaching Fellow for EDI Director(s) of Study</p>	<p>Flowchart of support created (April 2026, reviewed annually) Reporting information and upcoming training shared at Departmental staff meetings (by October 2025)</p>	<p>&gt; 60% of respondents of the annual dept culture survey are satisfied with how bullying and harassment are addressed in the department (at 41%, as of July 2022)</p>	
<p><b>3. To improve the way in which we value and support the careers of all staff, including women and those from underrepresented groups.</b></p>	<p>Add mentoring information to induction packs to encourage new starters to consider mentoring, including University-led mentoring and reverse mentoring schemes.</p> <p>Support Teaching Fellows to identify mentors through the College Teaching Fellows Network.</p> <p>Staff made aware of secondment</p>	<p>In our most recent Staff Culture Survey, L&amp;T and PSF staff expressed a desire to have more opportunities to discuss career prospects in non-formal contexts.</p> <p>Results from the most recent Staff Culture Survey show a disparity in the way flexible working is discussed and offered to staff in different job families.</p>	<p>Head of Department Director of Operations Director(s) of Study Director(s) of Postdocs</p>	<p>Review alignment of department policies with Imperial Work location framework and overseas working policy Induction packs for new members of staff reviewed (Feb 2026) Mentoring information added to induction packs (by August 2026) Imperial's Teaching Fellows Network contacted to create mentoring scheme</p>	<p>To have, by Autumn 2026, 40% of staff involved in informally mentoring other staff for their career development; to have, by Spring 2026, 90% of staff agree that they benefit from flexible working (Survey results) 100% of new academic hires to be assigned teaching mentors (by Spring 2026)</p>	

	<p>opportunities at annual ARC.</p> <p>T&amp;L staff encouraged to pursue academic research interests through undergraduate and master project supervision.</p> <p>Assign new academics (lecturers) with teaching mentors</p>	<p>T&amp;L staff do not have academic research in their job description, yet it is required for progression to Principal Lecturer and Professor of Teaching. Supervised projects provide a practical entry point into research without requiring a full shift in role definition.</p>		<p>T&amp;L staff supported by DUGS and DPGS to supervise student projects (May 2026)</p>	<p>Results of the 2026/27 Staff Culture Survey show improved job satisfaction (enjoyment) amongst L&amp;T family.</p>	
<b>4. To make our staff and student population markedly more diverse in terms of gender, minority ethnicity, social background, or other suitable diversity aspects.</b>	<p>Analyse admissions data to identify additional schools to work with, by understanding where successful widening participation applicants come from.</p> <p>Run an annual girls-only taster day to encourage uptake of computer science (with a particular focus on Home WP girls).</p> <p>Run an annual hackathon for Black and minority ethnic students (in collaboration with Imperial's African</p>	<p>The gender balance of our UG and PGT degrees meets or exceed the UK average; for PhDs / RAs we are below the UK average.</p> <p>Our black student population is below UK average in all our taught and research degrees.</p> <p>The majority of our UG WP acceptances are male. This is a pattern seen across Engineering. We want to refocus our outreach activities to target and recruit</p>	<p>Head of Research</p> <p>Head of Department</p> <p>Admissions Tutors</p> <p>Teaching Fellow for EDI</p> <p>Director(s) of Postdocs</p>	<p>Admissions data analysed for the past 3-5 years to identify trends in applicants (May 2026)</p> <p>Girls-only taster day (October 2025). Repeated annually.</p> <p>Review of Taster Day attendees to inform targeted recruitment (July 2026)</p> <p>African Caribbean Hackathon (November 2025, repeated annually)</p>	<p>To increase, by 2026, the number of applications from women to 25% for UG and 30% for PGT and PhD degrees; to increase, by 2026, the number of applications from women to 25% for academic and research positions and to 35% for L&amp;T positions.</p> <p>To double, by the admissions cycle for Sept 2027 entry, the number of Black applicants to UG and to PGT; to make, by 2028, a first academic</p>	

	<p>Caribbean Society) to encourage uptake of computer science at postgraduate level.</p> <p>Proactively search for underrepresented candidates (including women) and encourage them to apply for roles by sending targeted and personalised invitations.</p>	<p>greater numbers of WP females.</p> <p>In the most recent academic recruitment rounds, we struggled to recruit female and Black academics. Where offers were made, candidates chose competing offers with other institutions.</p>			<p>appointment to someone of Black heritage.</p>	
<p><b>5. To develop a departmental EDI strategy that informs the planning of our new home and all our mission elements going forward.</b></p>	<p>Develop and communicate an externally facing EDI strategy document, in alignment with:</p> <ul style="list-style-type: none"> <li>• FoE strategy</li> <li>• Imperial Values</li> <li>• Athena SWAN action plan</li> <li>• DoC expansion plans (White City)</li> </ul>	<p>We need a departmental EDI strategy that aligns with that of Imperial and the Faculty of Engineering, and reflects our discipline and its exciting dynamics.</p>	<p>Teaching Fellow for EDI EDCC</p> <p>Head of Department</p> <p>Department Management Committee</p>	<p>Consultation with department (Spring 2026)</p> <p>Draft strategy (May 2026)</p> <p>Publish strategy (October 2026)</p>	<p>To publish, by 2026, a departmental EDI strategy suitable for a diverse audience of prospective students, staff, industry partners, alumni, government agencies, and the press.</p>	