

2025-26 EDI priorities for Department of Mathematics

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1. Athena SWAN submission	Gender	Preparing submission, evaluating survey results, forming action plan for next few years	Key priority for department to renew successfully to demonstrate our dedication and progress in gender equality, diversity, and inclusion.	HoD, EDI Leads, Athena Swan Departmental Coordinator, Athena Swan Committee Members	Submission due Mar 2026, full draft planned for Jan 2026, meetings are happening every 2 weeks or so with various Committees and sub-committees	Successful renewal, as well as ongoing evaluation of how we performed on previous and current action plan
2. Improving female student intake numbers	Gender	Improving numbers of female students across UGT, PGT and PGR. We are exploring expanded mentoring programmes and dedicated funding/placements, as well as targeted outreach. We are also holding focus group meetings with current non-male undergraduate students to learn about their experience with Imperial.	The female numbers have been sliding and are below UK averages (21% vs 35% for UG, 30% vs 40% for PGT), but the department is unified in our attempt to try reverse these trends.	HoD, Management, Admissions Team, EDI Leads	Ongoing, this will be reviewed every term in management meetings and EDI meetings	Improved statistics, formative feedback from applicants and students on what we can do better
3. Widening participation via internships and scholarships	Widening Participation more broadly	Continued support and expansion of our internship programmes aimed at WP (see link), incorporating new internships for disadvantaged students, for example in partnership with In2Science	These help with WP in both our UG and PGT/PGR programmes by providing financial support and research experience	Management, Outreach Team, Admissions Team, EDI Leads	Ongoing, this will be reviewed every term in management meetings and EDI meetings	Uptake of high-quality students on the programme, formative feedback from students on the experiences and how they helped
4. Outreach activities	Widening Participation more broadly	Continued support and expansion of our outreach activities , including in collaboration with the Imperial Maths School	These also help with WP and improving intake numbers (for example from female student, see point 2)	Management, Outreach Team, Admissions Team, EDI leads	Ongoing, this will be reviewed every term in management meetings and EDI meetings	Improved WP statistics, formative feedback from applicants on whether outreach contributed to their application.