

EDI in SST– Annual Highlights

Sanowar Khan
18 January 2024



Introduction

- City, University of London is committed to promoting equality, diversity and inclusion in all its activities, processes, and culture, under its Public Sector Equality Duties and the Equality Act 2010.
- Our aim is to create a truly inclusive culture, where staff and students have a sense of belonging, feel valued for who they are and are supported to be the best they can be.
- This short presentation highlights some of the works we have been doing to further develop our EDI agenda and to bring about changes that are both achievable and sustainable.



EDI in SST

- Based on City's EDI Strategy, the School aims to embed EDI principles by:
 - ▶ Ensuring that all staff and students are aware of their individual and collective responsibilities and legal duties in relation to equality and diversity.
 - ▶ Requiring all staff and students to complete relevant training and offering them a comprehensive programme of awareness-raising activities and publicity campaigns.
- Our ultimate goal is to bring about a culture shift at workplace where the principles of equality, inclusiveness and diversity come naturally and which creates an environment of equity, fairness, better engagement and wellbeing.

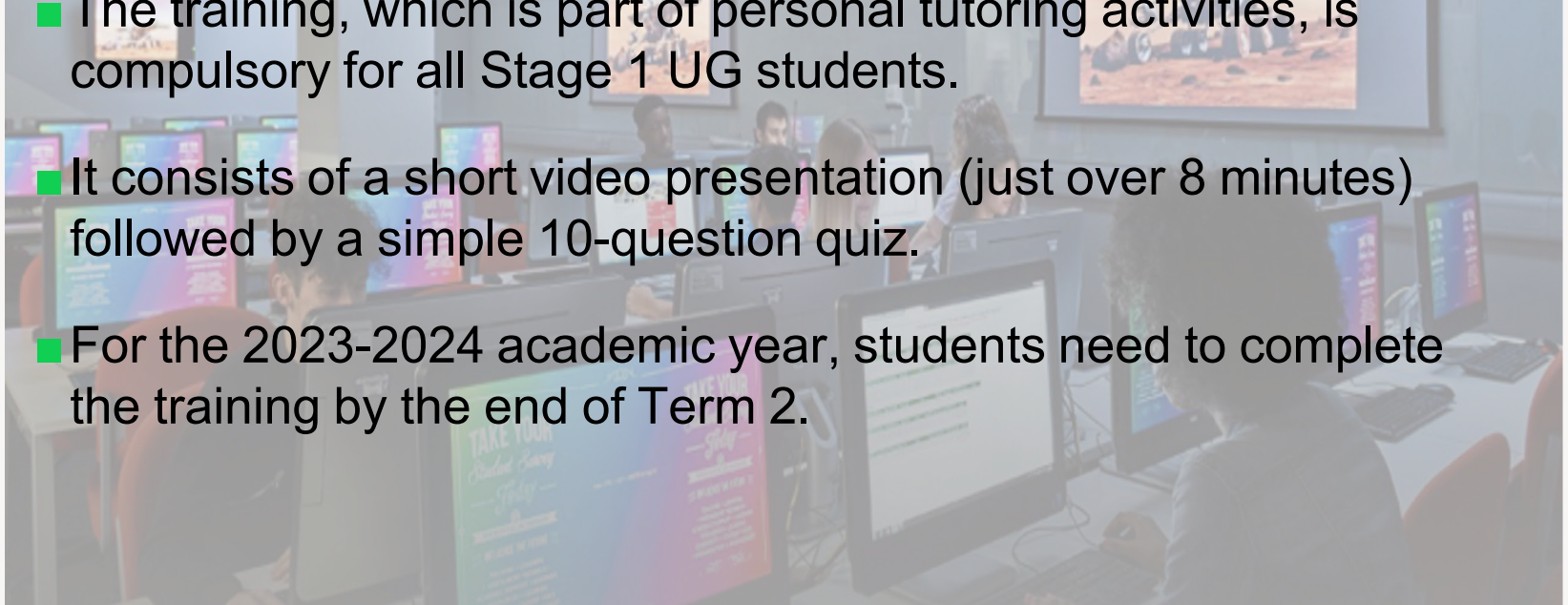


Athena Swan Renewal

- Work is in progress in earnest to prepare for and submit our renewal application for the SST Athena Swan Bronze award by the 31st of January 2025 deadline (revised deadline).
- The work is being led by the School EDI Committee/SAT and its five Task & Finish Sub-Groups.
- We have made good progress so far but much more work needs to be done in consistent and targeted collection, processing and monitoring of data, AS staff survey, etc. by working closely and collaboratively with City's Office for Institutional Equity and Inclusion and with other central teams.

EDI Training for Students

- Last year in December, the School launched the first ever essential online EDI Training for our UG students.
- The training, which is part of personal tutoring activities, is compulsory for all Stage 1 UG students.
- It consists of a short video presentation (just over 8 minutes) followed by a simple 10-question quiz.
- For the 2023-2024 academic year, students need to complete the training by the end of Term 2.



EDI Training for Students



CITY
UNIVERSITY OF LONDON
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School of Science
& Technology
www.city.ac.uk

Equality, Diversity and Inclusion (EDI)

Essential Induction Training
for Students



**Athena
SWAN**
Bronze Award



**disability
confident**
EMPLOYER



Race
Equality
Charter
Bronze Award



Stonewall
LGBTQ+
INCLUSIVE
EMPLOYER
SILVER
AWARD 2023




Community Building – Students I

- There were major proliferation of student societies and their activities in the School last year.
- In addition to two well established societies, the School launched four new societies last year – City Flight Club, Mathematics Students' Society, Rocketry Society and Biomedical Engineering Society.
- There were also 14 'listening mode' informal 'meet and greet' pizza events for our UG, PGT and PGR students last Term.
- These events bring together students and help build a sense of community and promote diversity and inclusivity.

Community Building – Students II

2023 ended with a highly successful End of Line Robotics Competition by the Robotics Society in December





Community Building – Staff Creativity Events

- These events are to support staff community building and to celebrate staff creativity outside their work.
- The first event, held in April last year, exhibited fascinating paintings by our Mathematics colleague, Dr Olalla Castro-Alvaredo.
- The second event in November exhibited creative photography by our multi prize-winning Engineering colleague, Dr Maria Tomas-Rodriguez.

Community Building – Staff Creativity Events



Staff Creativity 1, April 2023



Staff Creativity 2, November 2023

SST Public Lectures

- Athena Swan Lecture – the 2nd annual Lecture on ‘Data, Geopolitics and the Governance of Cyberspace’ was held in February 2023 and was delivered by Professor Dame Wendy Hall in front of a large audience of student, staff and external stakeholders.
- Ada Lovelace Lecture – held in May 2023, the Lecture was given by Carrie Anne MBE, on ‘Engaging and motivating students with Computer Science topics. Thoughts and experience on engaging women in computing’.



Public Lectures



2nd annual Athena
Swan Lecture by
Professor Dame
Wendy Hall

Societies

Building confidence Creating opportunities Tackling inequalities
Diverse and Inclusive Culture of belonging

WOMEN++

City's Women in Computing Society

Social events
Lectures and presentations
Hackathons
Student mentoring
Networking
Outreach

Register your interest



City's first ever Women++ in Computing Society, including staff and students, was launched in May 2023 by our Computer Science Department

Women++ in Computing

Christmas wreath making & role taking!
Dec 14th 16:00-18:00
Ada Lovelace room

FRAMES AND BASIC DECORATIONS ARE PROVIDED
PLEASE BRING A COLLECTION OF FORAGE

SCAN ME 

*limited spaces available
first come first seen





Finally

- We feel we can make our School a better place for our staff and students by ensuring that all members are aware of their individual and collective responsibilities and legal duties in relation to equality and diversity and by offering them a comprehensive programme of awareness-raising activities and publicity campaigns.
- With all active institutional and ‘local’ supports we can do this by building upon our existing work.

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