



Imperial College Union Board of Trustees Report

Thursday 1st February 2018

AGENDA ITEM NO.	
TITLE	Institutional Culture and Inclusivity
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EXECUTIVE SUMMARY	<p>Following an Institutional Culture Report for Imperial College, the Union commissioned its own review of Liberation, Equality, Diversity and Inclusion (LEDI).</p> <p>The report recommended Board to revisit what our value of <i>Inclusivity</i> means to us.</p>
PURPOSE	To discuss our value of Inclusivity in the context of the College Institutional Culture Report.
DECISION/ACTION REQUIRED	Discussion resulting in appropriate actions.

Institutional Culture and Inclusivity

Background – College Environment

Imperial College commissioned an Institutional Culture Report which was published in December 2016. The Union has been involved in subsequent discussions on the findings of that report and also what it may have missed. These discussions were all fed into the Provost Board meeting on October 27 where the Union President and MD presented alongside the Organisational Development Consultant leading on the work.

The primary action agreed was that Imperial College should develop Values that reach across the whole community.

Union Environment

Our Strategy commits to us being “for all” students. Our aim in “your voice” is “to empower students to be proactive, responsible citizens who have the capacity to change the world” with an objective to “ensure that every student knows how to improve their experience inside and outside of Imperial”. Clearest of all, our Values include *Inclusivity*.

Recognising the importance of driving improvements in this area, the Union commissioned a research piece to enable us to understand the current challenges facing us within Liberation, Equality, Diversity and Inclusion and to identify the exceptional opportunities that are available to us to make this an area of excellence.

Research included interviews and focus groups with staff, officers (past & present), peer SUs, NUS and third sector campaigning organisations as well as desk research looking at policies, statistics, training, structures, comms, etc. to identify best practice. A report was produced on the findings plus 10 headline recommendations.

We have increased our focus on LEDI issues and progress has been made on many, especially staff training and awareness, bystander training and including students who self-identify in Liberation zones in planning. One specific recommendation of the report was “Trustee Board and SMG to go back to the value of “*Inclusivity*” to be clear on what they mean and boldly tackle any cultures that undermine this value.”

As explanation for what *Inclusivity* means to us, *Our Strategy* states “No matter who you are, we’re here for you.” And further expresses:

There is only one Imperial Community, and we will hear every voice within it. It doesn’t matter what you study, where you are, where you’re from, or where you’re going - we will tear down any barrier that keeps you from our opportunities and our democracy. We believe there is no such thing as an average or typical Imperial student, and we recognise that our strength and our power comes from the diversity of our membership.

We are in a unique position to play a ground-breaking role alongside the college to tackle the barriers facing diverse students in STEM and beyond.

Board members are invited to our value of *Inclusivity* in the context of the Institutional Culture Report. Specific questions for discussion:

1. Are we comfortable with our current expression of what we mean by *Inclusivity*?
2. What current barriers are there to us being inclusive?
3. How do Board members see our role in culture change across the Imperial community?