



Imperial College Union Board of Trustees

20/02/19

AGENDA ITEM NO.	16
TITLE	Barriers to Inclusivity Action Plan
AUTHOR	Deputy President (Welfare)
EXECUTIVE SUMMARY	<p>Equality, Diversity and Inclusivity is important to the Union and we need to look strategically at some aspects of it. Some areas are covered in other strategies and approaches but inclusivity is covered in our project management approach.</p> <p>Liberation & Community Zones and Culture needs addressing, so there is a two point action plan. The first point is to research the culture of Imperial more, the second point is to address some of the points raised by officers, to improve the experience for next year.</p> <p>Beyond this funding may be required to develop new structures or activities.</p>
PURPOSE	The aim is to bring clarity to what we would like to do to improve EDI and reduce barriers to inclusivity.
DECISION/ACTION REQUIRED	Approval of the two action points.

Barriers to Inclusivity

The initial paper brought to the previous Board highlights that there are barriers to inclusivity and not all of our members have fair opportunities at the Union. Some of these barriers are complex and will require a strategic approach to overcome them.

The business plan has committed to implementing the Equality, Diversity and Inclusivity Strategy in partnership with College. The strategy does not explicitly state the role of the Union in this, but we should ensure we are improving our offering and culture, particularly as one of our values is inclusivity.

The previous paper stated we would form a group and produce a strategic response to the EDI strategy. On reflection a group is probably not the most effective approach and instead DPW will lead the project and ensure all relevant people are consulted, informed and part of relevant decisions. There are several areas that were highlighted from the list of barriers to inclusivity (which was not an exhaustive list):

- Liberation & Community Zones
- Union Spaces
- Union Events
- Union Processes
- Union Structures/Governance
- Culture

Many of these areas are already being worked on in other projects and it is important that those projects have ensured the outcomes are inclusive. We will build in functionality into our new project management approach that ensures we raise and address the issue of inclusivity across all new projects.

Liberation & Community Zones and Culture are the main areas where there is currently little strategic work ongoing to tackle these problems. Liberation & Community Officers and CWB have been consulted already regarding problems they are facing and ideal pictures of solutions. They will continue to play a big part in the rest of the work. Moving forward this is what I will be working on:

1. Understanding our culture – A research piece finding out what barriers students face, what is our culture and how is it affecting students. While the liberation review gave us recommendations about processes and changes ICU could make, it didn't explore how students feel and experience Imperial. Without this piece of the puzzle we can't determine if the structures to represent and tackle this are effective. Dependent on timing and the format of the day, it could be useful to bring something around this to the April

Board away day. If this is not possible it will be brought to a Board before the end of the year.

2. Create a plan to tackle some of the problems that have already been raised by Liberation & Community Officers – having more people to help with their ideas, improve training, have a stronger presence. This will be completed in time for planning and budget rounds, so it is incorporated into the offering for next year.

This work will bring us to the end of the year, but the project will need to continue to build on some of the findings of the research and look into changing our structures, processes and culture. Future years may require funding to be able to make these changes and sustainably maintain them.