



Imperial's Race Equality Action Plan

Imperial uses [AdvanceHE's Race Equality Charter \(REC\)](#) as a framework to identify and reflect on institutional and cultural barriers that impact the experiences and progression of Minority Ethnic staff and students and to develop actions to dismantle them.

The REC is a key part of our commitment to EDI and links to [Athena Swan](#), [Imperial Together](#), the [Access and Participation Plan](#), and our [Values](#) and sits with other EDI commitments such as [Stonewall's UK Workplace Equality Index](#) and the work of the [Disability Action Committee](#).

Imperial achieved a REC Bronze Award in 2021 and is committed to becoming an anti-racist institution. We aim to be a place where students and staff of every ethnicity can feel a strong sense of belonging and ability to thrive.

As part of the REC, we created a five-year [Action Plan \(2021–26\)](#), developed by listening to our staff and students and endorsed by College leadership.



Our achievements in 2021–2023:

- An increase in staff from Minority Ethnic backgrounds from 23% in 2015 to 27% in 2022.
- Minority Ethnic representation of external members on the College Council increased from 20% in 2019 to 38% in 2022.
- An Inclusive Recruitment webpage was launched in 2022 to give advice and guidance to hiring managers.
- An annual [Beyond Ethnicity Career Conference](#) for staff and students at Early Career stage has run since 2020.
- Advancement have committed £5million to new Presidential Scholarships for home students from Black heritage backgrounds. This was promoted through the [Campaign Your Potential, Your Community, Your Imperial](#).
- The International Student Support team provide specialist advice and a programme of events for students from overseas.
- The Provost's [Visiting Professor Programme](#). Four visiting professors joined the College in 2022 from Tanzania, Kenya, India and Italy, with four more appointees to join us in late 2023.
- The [Imperial History Project](#) group, launched in 2020, has consulted with staff, students and alumni on the College's history. Work has included renaming of the Central Library to the [Abdus Salam Library](#) in 2023.
- The second [Imperial As One Media Academy](#) for Minority Ethnic staff and postgraduate students took place in October 2022 with the next taking place in late 2023.
- Exhibitions to increase visibility of Minority Ethnic staff and students have included projects in partnership with the Royal College of Art and the [Shifting the Lens photo series](#).
- New anti-racist training modules have been rolled out to all staff and students including [Introduction to race equity](#) and EDI training as part of the [Imperial Essentials](#) suite of induction courses.
- The Communications Division consulted widely to create [Writing about Ethnicity](#) guidance to support the College community in communicating sensitively about ethnicity.
- The [Black Students' Recruitment Advisory Panel \(BSRAP\)](#) was established in 2021 and is chaired by students.
- [Activate Mentoring Programme](#) for students and early career staff of Black heritage, launched in November 2022.
- [Report + Support](#) portal was launched in 2022 to provide a clear and supportive platform for staff to disclose incidents of bullying and harassment.

In 2023/2024 we will:



Work with students and teaching staff to contextualise the curriculum, finding ways to include knowledge and expertise from around the world.



Use cross-College communications to inform the community about work being undertaken towards race equality.



Share clear information and data on trends and metrics on Minority Ethnic recruitment and attainment.