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YEARS
1898 - 2023



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Equity, Diversity & Inclusion

Contents

01-02

Vice-Chancellor's Statement



03-06

Our Achievements



07-08

Race Equity



09-10

Gender Equity



11-13

Equity, Diversity and Inclusion Staff Networks



14

Education



15-16

Our Goals



17-20

Workforce Diversity Breakdown

Vice-Chancellor's Statement



Vice-Chancellor
Professor David Lalloo

I am pleased to present our 2023 – 2024 Equity, Diversity, and Inclusion (ED&I) Annual Report to showcase our progress over the last year and reaffirm our commitment to equity and inclusion.



“Over the past academic year, we have made significant progress in areas of strategic priority. These include History and Heritage, a culture of inclusion, supporting progression and development, and a commitment to benchmark our work against external standards using Advance Higher Education (HE) charters.

In our 125th anniversary year, we have invested in a two-year history research project to explore and understand our colonial origins. This is supported by digitising our archive and the development of a decolonisation toolkit for our research and education programmes.

To support an inclusive culture, we launched a new Dignity at Work and Study programme, with externally hosted platforms for reporting bullying and harassment and providing support. We also appointed Dignity and Respect champions across Liverpool School of Tropical Medicine (LSTM) and will update our training programme for colleagues and managers.

We are participating in Advance HE’s pilot programme aimed at small and specialist research institutions working towards the Race Equality Charter; at the same time, our preparations for our next Athena Swan submission in 2027 are gathering momentum.

None of our achievements would have been possible without the much-valued contributions and dedication of all our people. While recognising the work involved, this report reaffirms our dedication to exceeding the standards set by the public sector duty, and to creating a culture that celebrates diversity and fosters inclusion.

In the year ahead, we will develop an EDI strategy to identify priorities and set goals, aligned with our institutional vision and direction. We will continue our commitment to ensure LSTM is a fair and inclusive place to work, study and collaborate with equity embedded in all that we do”.

Our Achievements



This section of the report highlights our key achievements and progress made in strategic priority areas against our 2022 – 2023 goals.

History and Heritage

To mark Black History Month 2023 LSTM's ED&I Team held a successful panel event exploring the concepts of legacies of colonialism and restorative action, which received positive feedback. The event led to the Executive Team commissioning a colonial history report led by a Senior Academic Historian and, supported by an external advisory panel of academic and non-academic experts. LSTM has appointed a full-time archivist to lead an archival digitisation project which will include the development of related policies and decolonial archive practice.

Our commitment to decolonisation extends to our website, with a new feature on our history developed in partnership with Black and Minority Ethnic experts.

Data

The systems which support our ED&I work have also progressed this year. Data capture remains critical to informing and monitoring LSTM's ED&I initiatives, with improvements made to data collection at each stage of recruitment. The ED&I team, ED&I staff networks and recruitment team have co-produced a video promoting data disclosure amongst staff and external applicants.

We have begun to collect progression data to support both our Athena Swan and Race Equality Charter commitments and move towards metric-driven strategic ED&I, including talent development and retention. Our data capture in Education has also improved with standardised data categorisations and sets agreed.

Dignity at Work and Study

Responding to feedback from staff and students, and in line with our charter commitments, we reviewed our Dignity at Work and Study policy and procured an external reporting mechanism. This included appointing Dignity at Work and Study champions. Our Learning and Development and ED&I Team produced an internal video to communicate these improvements and our values. This is now embedded at regular Welcome to LSTM seminars for all new-starters and is available on the intranet.

Our staff engagement survey generated an average score of 7.8 / 10 in response to the statement, "I know how to report bullying or harassment".

Engagement with staff, students and external stakeholders is critical to ED&I success, so LSTM has committed to officially marking four strategic campaigns each year.



Communications and Engagement

Last year saw celebrations on International Women's Day, Liverpool City Region Pride, Black History Month and Disability History Month.

For International Women's Day, our 'Women of LSTM: Inspiring Global Change' digital campaign received positive feedback whilst LSTM's ED&I team delivered initiatives to increase racial literacy including an anti-racism book club and Black history walking tour.

ED&I awareness and training events were a key feature of LSTM's ongoing CPD programme, with staff given the opportunity to attend sessions exploring menopause and neurodivergence (the latter led by experts from ADHD Foundation and Brain Trust).



Progression and Development

Our flagship Career Track programme has been extended to candidates from LSTM's Global Hub partner institutions. Colleagues from Zimbabwe, Malawi and Kenya will now also be supported in becoming research leaders.

Our Prosper programme, which features career coaching and workshops for early/mid-career researchers and technicians, has flourished. When evaluated, participants reported many positives including increased confidence in achieving career aspirations.

Race Equity



< Committee Chair

Dr Uzoh Egere,
Race Equity Action
Committee



“ As Chair of LSTM’s Race Equity Action Committee (REAC), I am encouraged to see the ongoing commitment to embedding equity, diversity and inclusion across the organisation. LSTM’s commitment to race equity and becoming a truly anti-racist organisation has continued to gain momentum over the past year. ”

Key achievements have been delivered in 2023-24 as we continue to implement the Race Equity Action Plan including:

- Priorities around launching an external reporting platform for staff and students
- Securing funding to accurately review the history and heritage of LSTM
- Continuing to drive racial literacy across the organisation
- Ensuring a financial commitment to support BAME Early Career Researchers.

REAC continues to meet on a bi-monthly basis to provide governance and scrutiny around this work.

The next 12 months will see increased momentum around our Bronze Race Equality Charter submission, which will be overseen by our newly constituted Self-Assessment Team, and we plan to submit in November 2025. I look forward to working with colleagues to achieve this important milestone.

It is my hope that we will all seize this moment to recommit to supporting the school’s ED&I initiatives and renew our resolve to continue to be there for each other as we strive to ensure that all staff and students are able to feel valued and celebrated within the LSTM community.

Gender Equity

Under the leadership of Professor Nicola Desmond, Athena Swan Chair, supported by Programme Manager Lorelei Silvester, LSTM plans to establish its Gender Equity Action Committee and a new Women in LSTM network to support the implementation of the Action Plan and embed gender equity across LSTM. Working closely with staff networks we are approaching gender equity from an intersectional perspective to contribute to our vision.



< **Athena Swan Chair**

Nicola Desmond



< **Programme Manager**

Lorelei Silvester

Following the successful application for an Athena Swan Silver Award led by Dr Eve Worrall and the Self-Assessment Team team, LSTM has been working to implement a five-year action plan to embed gender equity across the school. This plan focuses on six key priorities:

- Increasing the proportion of women professors and corporate leaders
- Increasing confidence in the way LSTM deals with bullying, harassment and discrimination
- Enhancing the quality and quantity of data on gender, ethnicity, culture, inclusion and social mobility and embedding this in decision-making
- Understanding and addressing barriers to men and women's progression at key career points
- Ensuring that women's and other underrepresented voices are heard in decision-making
- Building an inclusive workplace where everyone can thrive and is recognised for their contributions.

Equity, Diversity and Inclusion Staff Networks



< **BAME Staff Network Chair**
Yussif Al Hassan, BAME

Black, Asian and Minority Ethnic Staff (BAME) Staff Network

The BAME Staff Network has focused on expanding membership and increasing visibility to engage BAME staff across the school. Over the past year, we have increased engagement with members through events promoting cultural awareness and celebrating diversity, such as Chinese New Year, Diwali, Ramadan, and the Africa Oyé Festival. Our Jazz Night, held in celebration of Black History Month 2023, was highly popular, drawing around 50 participants from both staff and students. In collaboration with our ED&I Team we organised a screening of the film 'Free Renty: Lanvier vs Havard' in June, followed by a panel discussion on ownership, reparations, and LSTM's historical legacy.

We continue to work with HR and LSTM's ED&I team to highlight and address challenges including career progression and racial misconduct. In response to the racist riots that swept the country (including Liverpool) in August 2024, we collaborated with the ED&I team to organise a racial trauma and reflective practice session to provide a safe space for members to share their experiences. We are collating anonymous suggestions from members to better understand how the institution can respond to and support future incidents.



< **LGBTQ+ Staff Network Chair**
Giorgio Praulin

Lesbian, Gay, Bisexual, Trans, Queer + (LGBTQ+) Staff Network

The LGBTQ+ Staff and Student Network had a successful year, with several LSTM staff attending this year's Pride event. A major highlight was winning the LSTM staff award for "Equity Champion" which recognised outstanding achievements in promoting and enhancing equity and inclusion across LSTM. The LGBTQ+ Committee was honoured for its work in providing a safe and supportive space through regular meetings, social gatherings, and peer support sessions, as well as actively engaging with external networks and organisations to advocate for rights and representation. The committee was commended for its instrumental role in promoting equity and inclusion activities.

Moving forward, we aim to continue raising awareness and celebrating LGBTQ+ identities, expanding and updating travel safety training with a focus on LGBTQ+ travellers, building connections with other HEI LGBTQ+ networks, and continuing to fundraise for LGBTQ+ and local charities.

Joint Disability and Carers' Staff Network Chairs



^ Lauren Sandford



^ Kelly Johnston

Disability and Carers' (DCN) Staff Network

The Disability and Carers' Network (DCN) has continued to establish network presence and grow staff and student membership via internal communications, formal meetings and informal networking/peer support/social events, as well as engaging in strategic discussions around recruitment, data collection and policy.

Three network staff were profiled on the website for Disability History Month in December 2023, which raised awareness of disability/caring at LSTM and the network. A Neurodivergent Network has recently been established as a sub-group of the DCN in response to a Continuing Professional Development event on neurodivergence in which staff identified a need.



Education

The Faculty of Education has focused on continuing the decolonisation of the curriculum and enhancing the student voice. All students joining LSTM taught or research programmes, either on campus or by distance learning, participate in decolonising seminars to promote an inclusive learning journey and an awareness of our principles, our working definition of decolonisation, and the value of reflexive practice.

Enhancing the student voice has been expedited by the appointment of a full-time Student Academic Support Officer (SASO) and the availability of Pembroke House for academic and social activities. In addition, Masters students now have social representatives for the first time and they, working with the SASO, have enhanced integration of the cohorts. A new holistic approach has been developed towards data from module feedback and other surveys to bring all modes of the student voice into a single analytical framework to inform curriculum enhancements.

Our Goals

2024-2025

As we strive to become an equitable, inclusive, and diverse place to work and study, characterised by our commitment to equity in all that we do, we have set ourselves key goals for the 2024-2025 academic year.

ED&I Strategy

In 2025 we will develop and publish our ED&I Strategy to bring together our ED&I efforts into a metric driven, people-led framework across all areas of the organisation. The strategy will link to both Gender (Athena Swan) and Race action plans.



Race Equality Charter

In November 2025 we will submit to Advance HE's Race Equality Charter for a bronze award. Over the next academic year, we will work to prepare a robust submission via our Self-Assessment Team, Race Equity Action Committee and staff across the organisation.

Athena Swan

We will continue to work on implementation of our Athena Swan silver action plan. We hope to establish a Gender Equity Action Committee to support this.

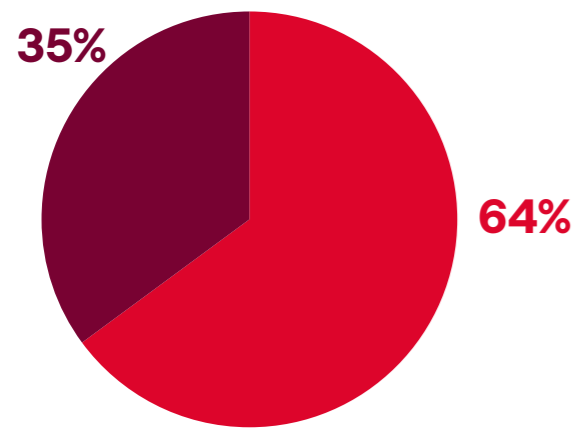
Working with ED&I Staff Networks

We will continue to work with ED&I Staff Networks to promote inclusion and support development of our ED&I Strategy and charter commitments.

Workforce Diversity Breakdown

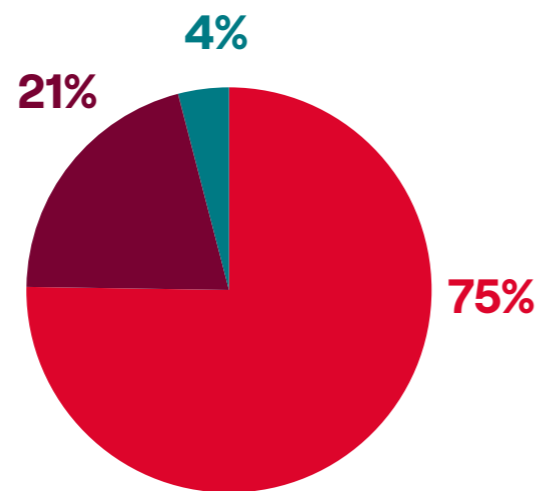
Gender

■ Woman ■ Man



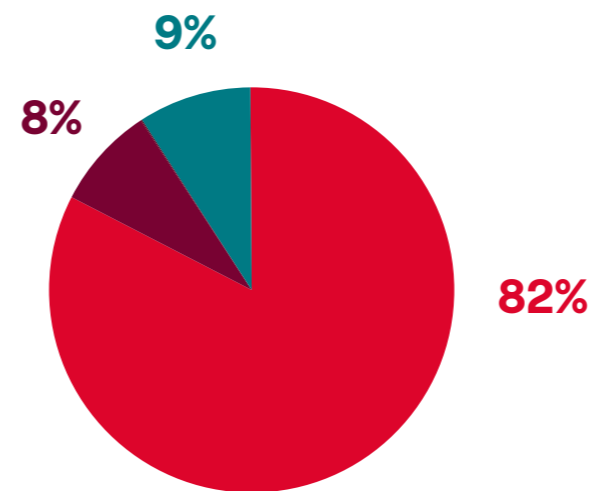
Ethnicity

■ Non-BAME ■ BAME
■ Prefer not to say



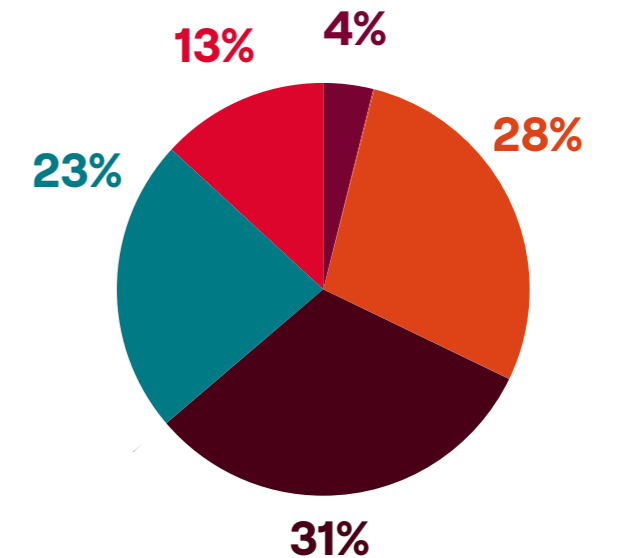
Sexuality

■ Hetrosexual/Straight
■ Bisexual, gay, other orientation
■ Prefer not to say



Age Grouping

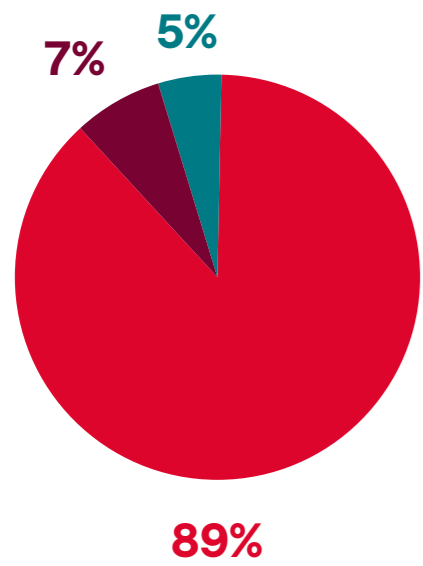
■ <26 ■ 26-35 ■ 36-45
■ 46-55 ■ 56-65



Note: LSTM adopts HESA methodology on rounding to support anonymisation of our statistics. This sometimes means numbers don't appear to add up correctly. Further information on this approach can be found [here](#)

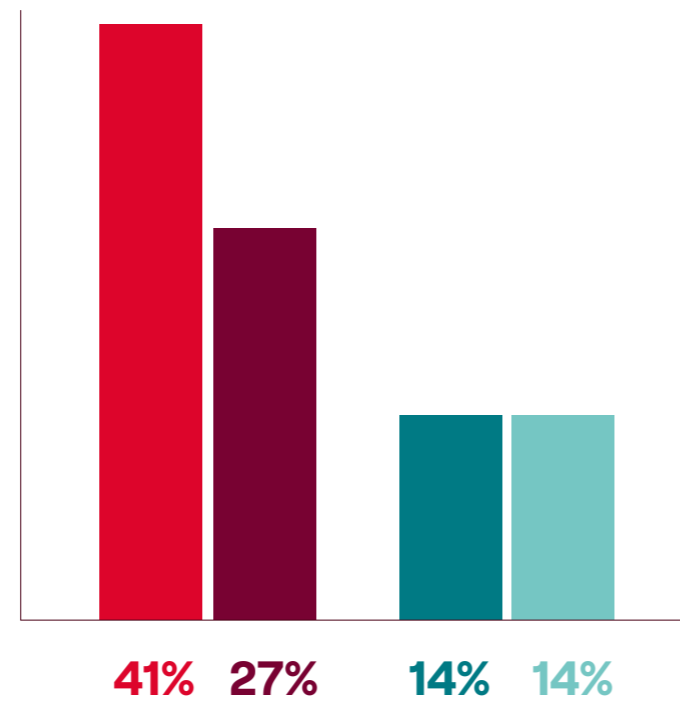
Disability

- Not disabled
- Disabled
- Prefer not to say



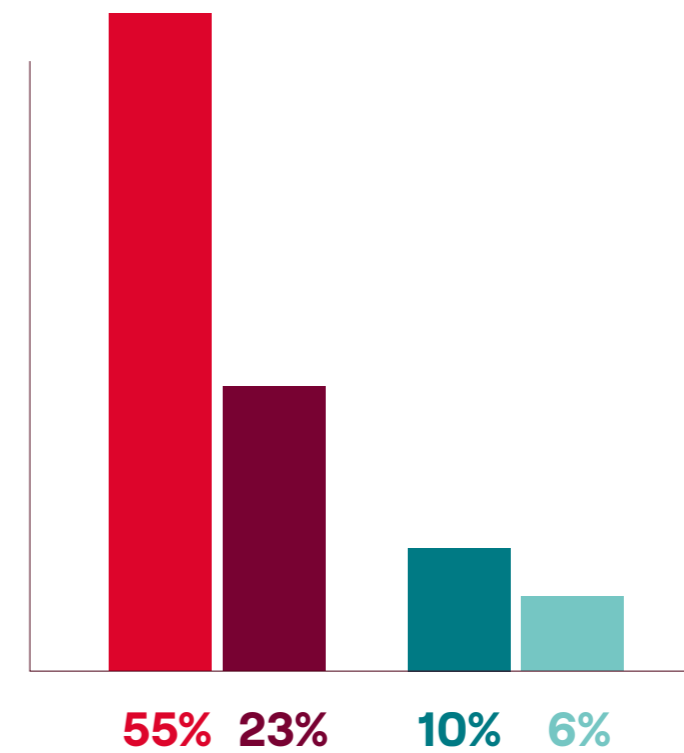
Ethnicity - Academic

- Non-BAME - Female
- Non-BAME - Male
- BAME - Female
- BAME - Male



Ethnicity - Professional

- Non-BAME - Female
- Non-BAME - Male
- BAME - Female
- BAME - Male



Note: LSTM adopts HESA methodology on rounding to support anonymisation of our statistics. This sometimes means numbers don't appear to add up correctly. Further information on this approach can be found [here](#)

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Contact us:

Liverpool School of Tropical Medicine

Pembroke Place

Liverpool

L3 5QA

 +44 (0) 151 705 3100

 +44 (0) 151 705 3370

 info@lstmed.ac.uk

Company registration number: 83405

VAT registration number: 887125885

Registered charity number: 222655