Equality Diversity and Inclusion End of Year Report
School of Security Studies
2021

This year has seen a number of key challenges to how we deliver teaching and learning as well as develop our own research across the School. The UCU strike actions were quickly followed by COVID-19. Both significantly impacted how we conducted our teaching and research activities. Our EDI communities across the School continued to be active and engaged in both medium- and long-term initiatives as well as more immediate short-term interventions and research around immediate issues arising from COVID-19.

Despite the significant external structural challenges COVID-19 brought, this year has been marked by a high degree of dedication and resulting positive momentum amongst the EDI communities across the School. We also recently saw the launch of the SSPP EDI strategic paper and the introduction of the new workstreams for which our School activities very much align.

We look forward to fostering a strong feed forward working relationship with Faculty and across the School to support all initiatives and to encourage an implementation of best practices within our own departments, School and across the faculty. Below is a summary of the various activities and policies we have implemented this year as well as a projection of what we plan for the new year.

For more information, please do get in touch with:
- Dr Amanda Chisholm, School EDI (amanda.chisholm@kcl.ac.uk)
- Dr Ellen Hallams, DSD EDI (ellen.hallams@kcl.ac.uk)
- Dr Aggie Hirst, War Studies EDI (aggie.hirst@kcl.ac.uk)

School of Security Studies EDI

This year the School of Security Studies EDI main objectives have been to:

1. Raise visibility and provide professional support to our Early Career Researchers and PhD students;
2. Raise visibility around gender, feminist and queer thinking on security topics;
3. Develop strategic collaborations with communities and persons across both departments, at faculty level and externally;
4. Develop and implement policies on inclusive research and teaching.

School Level Visibility of ECRS and PhDs
We have been working collectively across both departments to advance the research and raise visibility of our Early Career Researchers and PhD students through our New Voices in Global Security lunchtime seminar series.

We have also fostered a space for more practical discussions on EDI in our regular EDI café chats. These have included topics on gender publishing gaps in article and monographs, best

practices to support EDI in publishing, and Women experts and the Media. They are included in the Wednesday Lunchtime Seminar Series link detailed above.

We are in collaboration with International Affairs journal in producing a blog series on the New Voices in Global Security to further raise visibility of our ECRs and PhDs more widely. This series will be published in 2021.

Visibility on Gender, Feminist and Queer Analysis of Global Security

To bring more diverse perspectives on security issues that School is actively involved in, we have worked closely with the SoSS communications team on key social media and podcast campaigns. These have included:

1. Roundtable on Women Peace and Security, that celebrated the 20th anniversary of the UN resolution 1325 and the rise of the WPS agenda. We followed this with a three-part podcast series that explores contemporary challenges and opportunities within the WPS agenda. You can locate the recordings here:
   a. Women, Peace and Security: Refugee Women
   b. Women, Peace and Security: The Privatisation of War
   c. Women, Peace and Security: The Global South

2. We have also explored through a video and written interview with a key expert, how transforming ideas of masculinities in post-conflict settings is key to ending violence and war:
   - Watch the video
   - Read the interview

Increased Collaboration and Networks

This year we have expanded our collaborations to include co-sponsoring EDI and research events with Women in War and International Politics, building a stronger EDI community across both departments, as well as working closely with the Faculty EDI committee to ensure initiatives at faculty, school and department levels compliment and support each other.

The SoSS EDI lead, Amanda Chisholm, is a co-chair on the SSPP EDI working group on recruitment and progression and will ensure SoSS is represented at faculty level.

We have also been included on both a BISA and Chatham House sponsored consultation committees to explore issues and opportunities on closing gender gaps in publishing.

Athena Swan

In October this year we developed a small working committee across both departments to look into the feasibility of applying for another Athena Swan application. We have produced a report that details the resources and capabilities required alongside a timeline to submit. Once this report is reviewed and approved by the SoSS SLT, we will distribute this report

more widely. At this point, we aim to establish a self-assessment team and working groups in 2021 for a submission at the end of 2022.

Policy Development

We have been closely involved in development of two key inclusive initiatives at the School level:

1. [Inclusive Education in COVID](#)
2. Inclusive Guide for Research Events
3. [SSPP EDI strategic plan](#)
4. Athena Swan Feasibility Report

Defence Studies Department EDI Committee

This term has seen the re-launch of a new EDI committee within DSD, and the appointment of a new EDI Chair, Ellen Hallams. The committee is in the process of undergoing a significant restructuring, based mainly on the expansion of committee membership, with the goal of being more inclusive and representative. The committee is now 25-strong, and includes PhD students, ECRs, new members of the department, professional services staff and existing academic staff across all levels from Lecturer to Professor.

The committee has formed five main working groups, all of which are in the process of holding their first meetings, identifying immediate priorities and actions, to report back to the main committee in January 2021. The five groups are:

1. PhD inclusion and support
2. Gender and gender mainstreaming
3. Internationalising and decolonising
4. Mental health and well-being
5. Mentoring, recognition and progression

While we cannot yet confirm the outputs and activities arising from these groups, it is likely that they will include:

- The creation of new, informal support networks for women in the department, to include a new mentoring and support group for women in the department, initially focused on ECRs (including PhDs), as well as engagement and support of the DWS-led WIWIP group;
- The creation of new formal and informal support networks for PhD students, and efforts to foster a more inclusive culture for PhD students within the DSD community;
- A revised and updated Mental Health Action plan, to include recommendations around better signposting of mental health resources, and events, workshops and activities to promote dialogue and discussion of mental health and wellbeing, as well as support and training;

- A survey to gather data on key issues surrounding workload, morale and well-being, as part of a wider investigation into Working Lives and the impact of COVID;
- The implementation of a new formal mentoring system within DSD, available to all colleagues, and a re-evaluation of the induction programme for new members of the department,
- Ongoing promotion of and participation in the flagship Active Bystander training, alongside a new EDI training programme, pending confirmation of our budget and financial resources going forwards;
- A programme of events and activities coordinated with the wider Defence Academy EDI Network and the Shrivenham Women's Network, including fire-side chats with female leaders drawn from across academia, business, industry, politics, the military and media.
- Collaboration and coordination with DWS EDI, especially around events and comms, including the EDI bulletin.

The intent is then to produce a new DSD EDI Action Plan in Jan-Feb 21, that will be presented to the DSD SLT for approval. We will continue to lean in and engage with both DWS EDI activity as well as support the new Faculty Strategic Plan, with a view to having greater DSD representation at Faculty level.

War Studies Department EDI Committee

Activities and Achievements

Term one of the academic year 2020-21 has been exceptional for EDI activities in the Department of War Studies. We have implemented the following initiatives

1. Renewal and Expansion of DWS EDI Committee

Chaired since September 2019 by Dr Aggie Hirst, the DWS EDI Committee is currently comprised of fifty-five Department members, from BA1 students to early career scholars, full Professors, and professional services colleagues. Student engagement has been remarkable in 2020, with over thirty joining the Committee from across the BA, MA, and PGR/GTA cohorts. The Committee is proud to work on a horizontal basis, with all members having an equal say shaping the agenda and our Action Plan 2020-21. The Committee meets for ninety minutes every four weeks; recent meetings have drawn over thirty participants

2. Securing Budget

Thanks to support from Dept Leadership, the Committee secured a budget of £5000 per year to host events, pay student EDI Ambassadors, and develop training programmes

3. Establishment of Five EDI Working Groups

Equality Diversity and Inclusion End of Year Report
School of Security Studies
2021

In October 2020, the Committee established four Working Groups run collaboratively by students and staff. These are:

Communications

- o EDI Bulletin – first issue to be completed shortly
- o Improved social media presence – twitter, DWS webpage
- o You Said, We Did campaign – to be launched in term 2
- o Bystanding Training for GTAs – funding bid produced and submitted by PRG Committee members in collaboration with Disability WG to the Race Equality and Inclusive Education Fund (December 2020)
- o New Writing Sprints set up by PGR Committee members
- o Liaising with new DSD EDI Committee
- o Efforts to incorporate EDI into the DWS Academic Performance Framework (APF) and wider college probation process

Disability (with a focus on Covid)

1) Acquiring and where necessary producing floor plans and maps of COVID layout at Strand campus
2) Created a new teaching guide on inclusive online teaching for neurodiverse and disabled students. This compliments the short course, available on Keats, for producing full accessible online content.
3) Bid submitted by PGR Committee members to the Race Equality and Inclusive Education Fund for GTA training workshop on accessibility, disability, neurodiversity, and King's Inclusion Plans (December 2020)
4) Improving student-GTA feedback and communications mechanisms
5) Clarifying MCF rules under Covid conditions

Gender and Gender Mainstreaming

1) Support School activities preparing for our Athena Swan bid
2) Collaboration with WIPIP on events, publicity, and agendas and key members joined EDI Committee
3) New PGR writing sprints
4) Funding bid submitted by BA and MA student Ambassadors to the Race Equality and Inclusive Education Fun to appoint new Intersectional Gender Student Representatives (paid positions), and to run to events

-

Internationalisation

1) Research, draft, and launch a new 'Transforming the Curriculum' Handbook, a practical how-to guide for module convenors interesting in diversifying curricula

2) Creating list of staff knowledge about and willing to help newcomers with efforts to internationalise and diversify

3) Anti-racist and Decolonising events: New will be Dr Rahul Rao (SOAS) presenting on his new book Out of Time: The Queer Politics of Postcoloniality (Feb 2021)

4) Collaboration with SSPP Decolonising Working Group and Faculty Decolonisation of the Curriculum Work Stream

Reflecting the need for coordinated data collection and management, the Committee established a fifth Working Group in November 2020:

Surveys and Data Gathering

1) Map data and survey needs for other working groups
2) Design and ratify survey and focus group questions
3) Work through ethics of process, safeguard, provide resources for support
4) The Big EDI Survey – coming soon!

4) Appointment of Eight Paid EDI Student Ambassadors

In October 2020, six EDI Ambassadors taken from the BA and PRG/GTA communities were appointed. A further two from the new MA cohort were added in November 2020. Since their appointments, the Ambassadors have accomplished some amazing achievements, including co-running several of the EDI Working Groups, developing events lists, compiling data on transforming the curriculum, developing funding bids for GTA training and paid student reps.

5) Producing 2020-21 Action Plan

The Committee decided in August 2020 that the best chance of a coordinated and successful EDI campaign was to develop an Action Plan. This has been developed through term one and is now ready for approval by the Senior Leadership Team. The Action Plan is a devolved, living document which all Committee members are able to feed into and contribute to various issue areas. Members of the five Working Groups are working in small groups and bilaterally to complete tasks as scheduled in the Action Plan.

6) Black History Month

To celebrate Black History Month in October 2020, we held an event examining 'The Strategic Use of the "R Word" in IR' – A conversation with Dr Olivia Rutazibwa:

- Watch the video

7)   Drafting Guides and Documents

The [Inclusive Events Guide](), and accompanying Guide for Participants, were finalised in August 2020. The Internationalisation Working Group is currently researching and drafting the Transforming the Curriculum Handbook, which will be launched in April 2021. In addition, a new Inclusive Teaching Primer drafted by PRG Committee member Miranda Melcher was approved by the SLT in December 2020, which completements the DWS Online Teaching Handbook.

8) Mainstreaming EDI

Thanks to Departmental leadership, the Committee has been able to make progress on mainstreaming EDI by regular reporting in Departmental meetings, substantive involvement in BA, MA, and GTA Inductions, and a revamped DWS EDI webpage.

9) Linking up with new Faculty EDI Team and implementing its new Strategic Plan

In recent weeks we have begun to put DWS EDI activities on the Faculty map by contributing to the latter's Work Streams, participation in the Faculty EDI Strategic Plan Launch. As a reflection of this, the Faculty EDI Lead Bron Parry will join at a Committee meeting early next term. The DWS Committee has also liaised with Dept leads and REF statement drafters in several Depts to advise on DWS activities and initiatives.