

Isaac Newton Institute EDI Initiatives

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HoDoMS Annual Conference 2025

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INI – how to participate



- Propose a scoping meeting, programme or **satellite programme**
- Join a programme
- Talks Elsewhere
- INI-Heilbronn Institute networks
- INI retreats

Does your department have an INI-ICMS Correspondent?

Embedding EDI into INI activities

- **Within INI programmes:**
 - EDI events
 - Encouraging participation from minority groups
 - Kirk Fellowship
 - Joint schools with institutions in Africa



INI EDI Initiatives

- **Support schemes**
 - Caring needs
 - LMIC
 - Ramanujan Fellowships
- **Graduate training**
 - Solve for X
 - EDI component
- **Communications**
 - Living Proof podcast



Renewed five-year EDI action plan 2023-2028

Objective 1: Foster an inclusive and diverse research and innovation environment and work in partnership with our community to support action.

Our community is considered here to encompass not only staff and visitors at INI, but also the wider mathematical community in its broadest sense.

Inclusivity in the Mathematical Sciences



Tuesday 11th March 2025 to Wednesday 12th March 2025

Isaac Newton Institute, Cambridge, United Kingdom

This two-day event aims to bring together representatives from UK University Mathematics Departments, Learned Societies, Mathematics Infrastructure Institutes, funders, the new EPSRC EDI+ Hub, the Academy for the Mathematical Sciences, the KE Hub and others to explore current EDI challenges in the mathematical sciences.



Broad range of topics covered

- Undergraduate teaching
- Awarding gap
- Doctoral training
- Maths identity and importance of sense of belonging
- **What can funders do**
- Training – allyship and implicit bias
- **“Privilege walk” and breaking the minority cycle**
- Tools to address EDI challenges
- Publications on EDI in mathematics

Main messages for HoDoMS (1)

- Thinking about the undergraduate curriculum can improve diversity
- Students' sense of belonging and 'maths identity' are important, as well as student-led and co-developed initiatives
- There is interest in contributing to EDI publications as well as using such publications to discuss EDI issues
- Maths can be applied to EDI challenges

Main messages for HoDoMS (2)

- Leadership is of critical importance
- It is important that EDI is embodied by the institutions, not just activities that are done, or an extra thing that some people do
- There are many people working to improve inclusivity in the field, but this work has workload implications

Next steps

- Repository
- Article
- Another similar event – in 2 years



“I have been thinking to create a small repository with EDI resources within the Teams channel for the EDI committee so that I can share some of the things I learnt about during the conference.”

19/20 respondents said they plan to try something new based on what they learnt/heard:

*sharing Mike Hills **book** with as many people as I possibly can...
promote discussions around **panel member selection**
and questions around **ethical role models***

*some of the awarding gap measures regarding
networking groups for students from specific backgrounds*

*write and disseminate **more papers on the application of mathematics to EDI***

*how we can **broaden our EDI commitments beyond gender***

***include interactive activities** such as unconscious bias test
and privilege walk test at EDI meetings.*

*provided **ideas for speakers** to come and speak about EDI*

*improve **mentoring guidelines***

storytelling, quality data and grass roots activities

*Lots! More **co-creation** of activities*

***opened my eyes** to the many ways in which people can
be discouraged from working in this area ... **be more aware** in future.*

*new **analysis of our funding data***

***share data** with the EDI team at EPSRC (PhD recruitment) - **Get in touch** with people who have expressed interest in neurodiversity
-- either to help them start their own network or to learn from what they are doing- Thinking of starting a **reading group** on the
"A conversation on professional norms" book*

Thank you!

.. for sending representatives this time,
and please do encourage participation next time.

“Everyone brought their unique perspective to the conversation and validated one another as we thought through challenging queries and ideas. It occurred to me, "if this was my team, we would accomplish a lot!"”

SUPPORTED BY



Resources and links

- INI
 - <https://www.newton.ac.uk/events/submit-a-proposal/>
 - <https://www.newton.ac.uk/outreach/ongoing-initiatives/talks-elsewhere/>
 - <https://www.newton.ac.uk/events/ini-retreats-for-mathematicians/>
 - <https://www.newton.ac.uk/events/network-support-for-the-mathematical-sciences/>
- INI EDI
 - <https://www.newton.ac.uk/outreach/diversity-in-mathematics/>
 - <https://gateway.newton.ac.uk/event/tgm148>