

Research England: Enhancing Research Culture (2023/24)

SUMMARY OF ACTIVITIES

Please summarise the funded activities, looking to address the following:

- What activities were carried out?
- How well have the original objectives of the proposal been achieved?

Imperial BE Investing in Black Talent, evening event 22nd Nov
Imperial Black Founders Challenge eve- April 10th, all day -13th, 20th and 27th
Empower May 9th am
Black to the Future II May 9th pm
The Black Graduate Careers Conference 28th June all day
Frontiers Revolutions in Biosciences, Computing and Engineering. Summer programme 8th -20th July
Africa Innovates 17th July pm was our flagship activity for Imperial BE

Original objectives

To increase the sense of belonging of Black students studying at Imperial.

66% of students attending the conference said they would consider applying to Imperial for a MSc or PhD and 27% said they might apply. This shows that this conference attracts a pool of students that are interested in applying for PGT/R at Imperial and that they leave the conference with the confidence that they could apply to Imperial and that they see Imperial as a place for them.

This year, 3 students who attended the BGCC applied for, and were awarded, scholarships to study PGT at Imperial.

In 2024, the MSc Bioscience Futures was promoted at the BGCC and two students went on to apply and successfully secure places on this new MSc.

These applications were the result of students talking directly to academics at the conference.

These are students that we know about personally, others may have applied /secured places in other Departments.

Our evidence is that when we provide a safe space that fosters Black inclusivity and are intentional about our commitment to increase the diversity of students studying on our MSc programmes, we can deliver results.

An increased sense of belonging has been evidenced by the number of Imperial students regularly attending our events and their enthusiasm about the events. Many Imperial students came up to us, at both the BGCC and Africa Innovates event, to thank us for organising such wonderful events and say how much they appreciated them, indicating that running these events increases a sense of belonging for these students.

One Black student from the US, has contacted me directly, with a view to applying for a Fulbright scholarship in 2025, to study the MSc Bioscience Futures. One of the reasons they were motivated to apply to this specific course was that they had found details of the Imperial BE activities on-line.

KEY OUTCOMES

Please summarise the key outcomes of the project, looking to address the following:

- What were the main successes/highlights of the project?

Successes and Highlights

All our events had good attendance and excellent engagement and feedback. We have succeeded in creating an environment where students of Black heritage feel welcome and respected and have multiple opportunities to hear and talk to successful STEM Professionals working in academia, business and as entrepreneurs.

This year, in response to feedback from 2023, we increased the number of discipline-specific workshops in the BGCC to 10. Two of the workshops were run by the Charities BBSTEM and the ACCSN. The Black in Business workshop was run by Imperial Black Alumni Network. All three have already committed to running

workshops in 2025. Building these relationships with Charities that support Black professionals is one way we are expanding our networks and creating an event that will grow and be sustainable in the long term.

After 3 years of running the conference, the Businesses and Professional Black networks exhibiting at the conference are very enthusiastic to continue supporting us. We already have other businesses (BAE and) who have heard about us by word of mouth requesting a stand for 2025. Accordingly, in 2025 we will start charging businesses for exhibitions stands, as a way of transitioning to a sustainable business model not reliant on RE funding.

In 2022 and 2023 we offered scholarships for UK students of Black heritage to attend the excellent summer school Revolutions in Biomedicine. The programme struggled to recruit 5 students a year. In contrast this year we extended the Frontiers Revolutions in Engineering programme to include Bioscience and Computing students and successfully recruited 13 Bioscience students on to the programme programme. We know these students who are normally a minority in University, enjoyed the experience of being taught as a cohort of Black students.

Running these events and activities has allowed us to build our ties with the Charities Reach Society and The Amos Bursary. The Amos Bursary holds its annual conference at Imperial and this year we arranged a joint event with undergraduate students attending our Summer programme presenting their group projects to the yr 12 students attending the Amos bursary event. We plan to work more closely with these Charities and other charities going forward.

IMPACT

Please summarise the impact of the funded activities, looking to address the following:

- Have there been any additional achievements/benefits as a result of the project?
- Do you have feedback from participants? Please include direct quotes, if possible
- Please include quantitative information on e.g. # of attendees
- What will be the impact of the funded activities going forward?

Investing in Black Talent- 74 attendees – speakers Angel Investor Andy Davis and Innovate UK
Black Founders Challenge – 34 attendees – Led by Andy Davis with 8 entrepreneurs supporting on different days.

EMPOWER Imperial's Black Doctoral Network (led by James West Scholars Naima Adan and Peter Bryan) hosted its inaugural inter-university event, bringing together over 40 attendees from Imperial, London School of Economic (LSE), King's College London (KCL), University College London (UCL), Cambridge, Bath, Swansea. There was a well-being session and panel debate.

BLACK TO THE FUTURE

The second event in the series, celebrating the achievements of Black researchers with TED-style talks from 3 prominent speakers from academia and industry from the UK. Followed by refreshments and networking. >40 attendees

The Black Graduate Careers Conference 23rd June. We had over 160 students in attendance on the day. 79% of students attending were external students, 48% from non-Russell group Universities and 38% from outside London. Students attending were studying Biomedicine (28%, Engineering and Computing 27%, Natural Sciences (13%) and Business and Economics (24%). We had over 50 speakers on our panels/workshops and 21 businesses and charities exhibiting. Exhibitors were very keen to attend, and we had a waiting list due to lack of space. The feedback from our on-line evaluation was excellent (selected data and quotes shown below).

Africa Innovates 17th July was our flagship activity for Imperial BE was attended by ~80 people (plus speakers and organisers) made up of academics (21%), students (26%), and the general public (53%). The event was a hybrid event, advertised to African Alumni through the Imperial Black Alumni Network, we had 70 people watching online on the day and the YouTube video has been viewed > 1000 times.

Frontiers Revolutions in Biosciences, Computing and Engineering – 43 students attended Bioscience (13), Computing (11) and Engineering (19) over 2 weeks.

The feedback from students, speakers and exhibitors attending all our events has been overwhelmingly positive. Some of their comments and posts on LinkedIn are shown at the end of this report.

Additional Benefits of the project and impact that goes beyond the funded period

1. We have **>1300 students** who have registered to stay connected and hear about future events, this allows us to stay engaged with students
2. This year we noticed speakers, students and exhibitors posting about their experiences of our events on social media, thereby amplifying our activity to their networks.
3. Establishing stronger ties with Charities and Professional network that support people of Black heritage. Building relationships with businesses committed to supporting students of Black heritage.
4. Due to the level of academic and student interest in the Africa Innovates event Prof Washington Ochieng, Dr Sunday Popo Ola and Assoc. Prof Tim Weiss plan to establish a cross-Faculty network for Africa Innovates.
5. The EMPOWER event sparked the creation of the UK Black Research Network (UK BRN). The purpose of the network is to support Black researchers during and after their PhDs and facilitate connections within and across universities. The network is based in a WhatsApp group chat where opportunities, events, resources, and socials are shared. The network's first games night has already taken place.
6. Andy Davis is in contact with several of the students who attended the Black Founders Programme and is continuing to mentor them.
7. Presentation of our activities to RE team visiting Imperial and at Wellcome Trust National meeting on research culture.

Selected Feedback from the EMPOWER BDN event

Andrea Attipoe, panel member

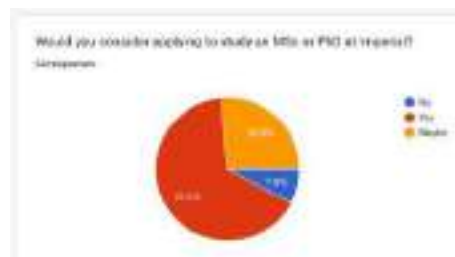
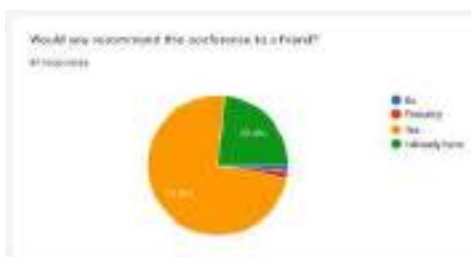
"I thought the event was thoroughly enjoyed both by the audience and the panel. It's always great to share your experience, hoping it can help someone who's on a journey similar to yours. From the questions the audience asked, it was apparent that events like these are very much needed and appreciated by a Black community at Imperial that can often feel isolated and forgotten about. I'm very happy and proud that the network manages to provide the level of support and advice its members need to keep going with their head up proud!"

PhD student and BDN member

"The comfort and familiarity of walking into a room with people who look like you and have an understanding or similar experience cannot be overstated"

Black Graduate Careers Conference

95% of conference attendees rated the conference 8/10 and above



Feedback from Black Graduate Careers Conference

Association for Black and Minority... + Follow
 11,854 followers
 1mo • Edited • 🌐

On Friday 28th June, AFBE-UK attended the Black Graduate Careers Conference hosted by Imperial College London. We had a fantastic day talking to students from many different universities at our exhibition stand. We're so pleased that students got to benefit from listening to lots of great speakers and had the chance to network with numerous organisations looking to bridge the diversity gap.

We thank [Sara Rankin](#) and [Wayne A Mitchell](#) for inviting us and we hope to see you again next year!

[Chloe Agg CEng FCIBSE SFHEA](#)
[Imperial College London](#)
[University of Oxford](#)
[The University of Sheffield](#)
[De Montfort University](#)
[University of the West of England](#)

Pavandeep Kaur Mann - 1st
 University Programs Manager - EMEA at Parexel
 2mo • Edited • 🌐

Parexel had an amazing time on Friday at the Black Graduate Careers conference at [Imperial College London](#)! It was fantastic talking to so many enthusiastic students, [Jo Fetterman](#), [Dr. Sabrina Grant](#) and I really enjoyed being back on campus! [Sara Rankin](#) - thank you for having us 🥰

#parexelwithheart #parexelcareers #STEMCareers #BlackGraduateCareers
[Amy Van Kirk](#), [Antoinette Bassett](#)
[Assoc CIPD](#), [Jordan Teagarden](#)
[Chedgy Isabella Moore](#) [Alison Ritchie](#)



Steven Fuller (He/Him) - 1st
 Global Community Director - Race in STEM (Part of The IN GROUP)
 2mo • 🌐

** NETWORK **
 I'm kicking off this week's activity by acknowledging the past! On Friday 28th July [Imperial College London](#) hosted another great 'Black Graduate Careers Conference' in which [Race in STEM](#) and [BioTalent](#) were more than happy to support and attend. [Sara Rankin](#) [Wayne A Mitchell](#) and the rest of the team put together an amazing day of speakers and exhibitors for all students to network and ask questions.

Thank you all for inviting us back.
 Myself and [Peter Andu](#) are so passionate about the education system. We really want to see representation be developed and nurtured to become leaders of tomorrow.

Jessica Mbakwe - 1st
 Robotics Software Engineer
 2mo • Edited • 🌐

I had the pleasure of attending the Black Graduates Careers Conference at Imperial College London yesterday. It was a day packed with fun, delicious food, and valuable learning experiences. Throughout the event, I had the opportunity to connect with inspiring speakers and fellow students/graduates during the workshops. Overall, the conference provided me with a great learning platform, where I could gain insights from experienced professionals and draw inspiration from their personal stories. I would like to express my gratitude to [Sara Rankin](#), [Sunday Popoola](#), [Cyrus Mwangi](#), [Dhosjan Greenaway-Dalini](#), [MBA](#), [Pauline Djimo](#) and [Prince Eze](#) for engaging conversations, insightful advice, and the

The 10,000 Interns Foundation, 42 London, ACCSN | Afro - Caribbean Commercial Science Network, Amwins Global Risks, AFBE UK - Association for Black & Minority Ethnic Engineers, BBSTEM, BioTalent, British International Investment, Deloitte, Google DeepMind, Health Data Research UK (HDR UK), House of Medics, Lloyd's, Parexel, Reach Society, Syngenta, Springer Nature Group, USS.



CEO Alicia Gayle and 181 others • 10 comments • 1 repost

Stephen Akinsanya - 1st
 Criminal Defence barrister; Arbitrator, Mentor, Advocacy tra...
 2mo • Edited • 🌐

I enjoyed being Chair of this panel and sharing my legal journey, which explored 'Navigating your career path as a black lawyer', hosted at [Imperial College London](#) College as part of the Black graduates careers conference. Thanks to the panel, [Terence Channer lee xavier](#) and [Bongai Gwyneth Mutema](#) for the pearls of wisdom offered to the students. Keeping one's feet on the ground always and being grateful for an opportunity but not overly grateful were key pieces of advice. The steps taken to reach that position were earned and not freely given. The day ended with a great keynote speech by [Washington Yotto Ochieng, CBE, EBS, FREng](#) followed by delicious Nigerian and Caribbean cuisine. There was a minor disagreement over who makes the best Jollof rice, but we all left as friends.



Ritchie Neil - 1st
 GB Account Executive - Specialised Business Services at Salesforce | Deputy Director of Rec...
 1mo • 🌐

I had the honour of being invited to speak at [Imperial College London](#), last month.
 The Imperial Black Graduate Careers Conference is all about eliminating pathways to success, sharing knowledge, experiences as well as highlighting tools and strategies to overcome the challenges faced throughout the academic and professional journey. To all the exceptional undergraduate & postgraduate rising stars in attendance - your vision, ambition and questions were phenomenal 🙌

I shared the panel with some of the most amazing people:

- 👉 [Dr Alicia Gayle](#) - Lead Pharmacoeconomist at [Chiesi Group](#)
- 👉 [Dr Fadil Sidmos, PhD FHEA FCWJ CEng](#) - Senior Research Fellow, Next Generation Vaccine Development at [Imperial](#)
- 👉 [Jonathan Fashanu](#) - Founder and CEO [Dash House Group](#)
- 👉 [Dr Leanne Armitage](#) - Medical Doctor, Co-Founder of the [The Armitage Foundation](#), Author, UK Queen's Young Leaders Award Recipient
- 👉 [Dr Vincent](#) - Lecturer in Biochemistry/ Biomedical Science at [Imperial](#)
- 👉 Hosted by [Dr Wayne A Mitchell](#) - Practical Laboratory Skills Coordinator for MSc Immunology, MSc Molecular Medicine, MSc Applied Genomics and MSc Molecular Biology and Pathology of Virology.

This was one of 3 panels, along with 10 workshops covering topics such as:

- 👉 "Preparing for Technical Interviews" with [Amita Neeraj](#) - [Google DeepMind](#)
- 👉 "Career Paths in AI" with [Bilal Hilston-Leigh](#), [Dr Samuel Sinayoko](#) & [Michael Odegunju](#)
- 👉 "Navigating your Career Path as a Black Lawyer" with [Stephen Akinsanya](#), [Bongai Gwyneth Mutema](#), [Terence Channer](#) & [lee xavier](#)

The day was rounded off with a powerful keynote from the President of the Royal Institute of British Architects (RIBA) [Marylin O'Riordan](#) and Professor [Washington Yotto Ochieng, CBE, EBS, FREng](#)

Thank you to [Dr Wayne A Mitchell](#) and [Sara Rankin](#) for organising such an impactful day. It was a joy to contribute to the event and connect with so many future leaders & inspiring individuals. ❤️

Fola Onifade · 2nd
Final Year Chemical Engine...
2h · Edited · 🌐

"Walk into the room like God sent you there!!!" 🙏

Recently, I had the privilege of attending **Imperial College London** Black Graduate Conference. Alongside 130 fellow grads, I explored and engaged with workshops and exhibitions, enjoying amazing food, music and company. It was a fantastic opportunity to connect with and learn from my peers, industry professionals and academic leaders.

The highlight for me was definitely the Black in Engineering panel. Thank you to **Tai Fadipe-Davids (B.Eng. MIET, MNSE, m-MBA)**, **Elizabeth Adeniyi**, **Kunle Onabolu** & **Jonathan Fashanu** for sharing your experiences with a fellow aspiring engineer. The insights and knowledge gained were invaluable, but even more so was the affirmation that perseverance pays off. University life has been a journey filled with intense hard work, self-doubt and stress, but moments like this remind me that overcoming these challenges is both achievable and incredibly rewarding.

The shared stories of struggle and success illustrated the importance of a supportive community in overcoming challenges and achieving our goals.

Thank you to the amazing Black Catalyst team - Professor **Sara Rankin**, Dr **Sunday Popo-Ola** & Dr **Wayne A Mitchell** - for creating a space of learning, growth and inspiration. And an even bigger shout out to my fellow grads, let's continue to walk into every room with the confidence that we belong and that our dedication will lead to great achievements. 🙏



Annah-Elizabeth Ejiwunmi · 1st
Incoming Intern at KPMG | Biochemis...
3m · 🌐

🌟 Your network is your net worth 🌟

Last Friday, I had the incredible opportunity to attend the Black Graduate Careers Conference at **Imperial College London**. It was a day filled with inspiration, learning, and valuable connections.

The event provided a unique platform to discuss career opportunities and challenges, and to celebrate the achievements of the black community in various fields.

A big thank you to **Sara Rankin** and organisers who made this event possible and the hosts and speakers who beautifully mediated this event and provided their insights. Your dedication

to inspiring the next generation of Black professionals is truly commendable.

I'm looking forward to leveraging the insights and connections gained from this event as I continue my career journey.

**#Networking #CareerDevelopment
#DiversityAndInclusion
#ImperialCollegeLondon
#BlackGraduates
#ProfessionalGrowth**



One of the highlights for me was engaging in meaningful conversations with a diverse array of talent and recruiters from prestigious companies such as **Deloitte**, **Google DeepMind**, and **UBS**. I was deeply appreciative of how generous both attendees and panelists were with their advice, sharing their mindsets and the diverse paths they have taken to reach their current positions.

A few standout conversations included (but are not exclusive to) those with **Cyrus Mwangi**, **Steven Fuller**, **Wayne A Mitchell**, **Jonathan Fashanu**, **Bilal Hilton-Leigh** and **Jessica Mbakwe**. Their stories and insights were incredibly motivating and have given me much to consider as I navigate my own career journey.

I'm excited to apply the valuable lessons and perspectives I gained from this conference as I continue to grow professionally. 🙏

**#CareerGrowth #Networking
#Inspiration #BlackGraduateCareers
#ImperialCollegeLondon**

Maryam A... (She/Her) · 12:01am
Dear Sara,

I want to extend my heartfelt thanks to you and your team for organising the insightful conference yesterday.

It was a reflective day for me, and hearing from those who have walked the path I'm about to embark on makes the transition from student to professional much clearer and more informed.

I truly appreciate your efforts and the valuable experience.

Best regards,

Prince Eze · 1st
1st class Software Engineering for Bu...
18h · 🌐

🌟 Yesterday, I had the privilege of attending the Black Graduate Careers Conference at **Imperial College London**, and it was an incredible experience! 🙏

This event provided a fantastic opportunity to connect with and gain insights from accomplished individuals at various stages of their careers. From academics working on or having successfully completed their MSc/MRes/PhDs to Founders and Directors of thriving businesses, the range of expertise was truly inspiring.

**#CareerGrowth #Networking
#Inspiration #BlackGraduateCareers
#ImperialCollegeLondon
#ProfessionalDevelopment**



Feedback from Summer programme

Fatima Jeilani · 2nd
Student at Queen Mary University of London
13h · 🌐

Excited to share my incredible experience at the R²Frontiers in Bioscience, Computing and Engineering program held from July 8th to 19th, 2024 at Imperial College London!

During these two transformative weeks, I joined 25 other talented Black and mixed Black heritage students to explore multidisciplinary approaches to solving global challenges.

Week 1: Sustainability Challenge 🌱
In the first week, we formed groups of 4-5 and tackled sustainability issues in selected C40 cities. This collaborative effort culminated in presentations on July 12th, where we showcased innovative solutions for urban sustainability. We also had the chance to visit Imperial's carbon sequestration plant, which provided invaluable insights into cutting-edge environmental technologies.

Week 2: Vision to Reality Workshops 🏗️
The second week was packed with enriching workshops on topics like turning visions into reality with [GuessWorks](#), personal development with [Inemmo Limited](#), idealizing solutions for sickle cell, and biomathematics. The grand finale was presenting our projects to an audience of over 120, including 90

initiative. I would like to also give a special thanks to Dr [Sunday Popo-Ola](#) and Dr [Sara Rankin](#) for making this amazing programme possible.

Credits to [Alphance O.](#) for the group picture.



Ashanti Tshtuka · 1st
Aeronautical Engineering Graduate | Flight enthusiast | En...
1mo · 🌐

Imperial College London 🧡 Incredibly people

Once again thank you to Dr [Sunday Popo-Ola](#) and everyone that helped put together the R²Frontiers: Bioscience, Computing and Engineering 2024 programme.

I have met so many incredible people!

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Ashanti Tshtuka · 1st
Aeronautical Engineering Graduate | Flight enthusiast | En...
1mo · 🌐

The Black Inclusivity Catalyst [Imperial College London](#) hosted the amazing hybrid event [Africa Innovates](#).


There was a great turn out both in person and online to hear from a slew of incredible and inspiring industry experts.

It was my personal honour and pleasure to introduce Professor [hippolite amadi](#). Professor Amadi did his PhD in the Department of Bioengineering, and in 2023 he was the recipient of the prestigious Nigeria Prize for Science. His talk on Neonatal Concerns in Africa was phenomenal.

The event with all of the talks is available to watch on [Imperial College London's](#) YouTube channel. Please check it out!

Big thank you to everyone involved with

Black Founders Challenge

 **Kehinde Durodola-Tunde** (He/Him) · 1st
Product Manager (AI/ML) || Fintech
1w · 🌐

The last three weeks have been an exhilarating journey as I participated in the Black Founders Challenge Program, hosted by the prestigious [Imperial College London](#). This incredible opportunity allowed me to collaborate, learn and grow alongside a community of driven and talented entrepreneurs.

I had the privilege of working closely with my brilliant team members, [Oryandee Mormont](#) and [Isabel Overton](#). Together, we laid the groundwork for an exciting project called inu - a restaurant discovery and review platform designed specifically for black diners.

A special thank you to Imperial College for creating this transformative program. The energy, ideas and connections forged over these three weeks have been nothing short of life-changing.

I would also like to extend my gratitude to [Andy Davis](#) and his team for providing us with invaluable learning experiences, insightful feedback and practical recommendations. Their guidance will undoubtedly prove to be an invaluable asset as we continue on this entrepreneurial journey.

[#BlackFoundersChallenge](#) [#Entrepreneurship](#)
[#Startup](#)

[#BlackFoundersChallenge](#) [#Entrepreneurship](#)
[#Startup](#)



 Isabel Overton and 143 others · 9 comments

 **Isabel Overton** · 1st
Founder @ inu

It was an absolute dream having you on my team! Thank you for bringing your incredible skills and expertise to inu - we achieved so ...see more

Like · 1 Reply

 **Isabel Overton** · 1st
Founder @ inu
2h · 🌐

Over the last three weeks I got a taste of what it would be like to have a team working with me to bring inu to life - and it was INCREDIBLE! 🔥

By taking part in the [Imperial College London](#) Black Founders Challenge (thank you [Andy Davis](#) for leading) I was able to access the support of founders who have expert skills in areas I don't, and the results were brilliant ✨

By teaming up with the extremely talented [Oryandee Mormont](#) and [Kehinde Durodola-Tunde](#) - who respectively brought UX/UI and product management skills to the team - inu now has a High-Fidelity prototype app built and ready to test -📱

As a solo founder, it was also just so nice to have people to check in with each week and bounce ideas off of. I love working with people and when you have the right ones on your side, anything is

Enhancing Research Culture 2024/25 – Expression of Interest

You can use this section to express your interest in requesting Enhancing Research Culture funds for 2024/25. Decisions on this will be communicated at a later date, pending confirmation from Research England and the VPRE on funding allocation.

Keeping the overall length of the proposal to less than two sides of A4, please provide details on the following:

- Provisional project title **Black Inclusivity Catalyst**
- **Background.** Numbers of UK students of Black heritage are underrepresented in STEM at PGT and PGR. We have shown that we can consistently attract large numbers of UK Black graduates to Imperial by running a range of events that support the development of skills, self confidence and raise their career aspirations. A small number of these students have applied to study PGT at Imperial, when encouraged by academics.
- **Aims** To further build on the momentum and success of our activities over the last 3 years. Now we have established 'what works' we are proposing a stream-lined programme of activities, combined with enhanced on-line presence and building of the brand (Black@Imperial, Black Inclusivity Catalyst). We will have a specific focus on trying to measure the impact of our programmes. We intend to build our collaborations with the Imperial Black Alumni Network, Charities and networks that support Black STEM professionals and ERGs in Businesses.
- We will evaluate whether the programme is increasing the sense of belonging of Black students studying at Imperial.

The project team will be Prof Sara Rankin, Dr Sunday Popo Ola and Dr Wayne Chambers
Dr Wayne Chambers will work with the Black Doctoral Network Committee to organise the EMPOWER one day wellbeing and networking conference.

- **Project activities:**
- **Black Graduate Careers Conference** – the aim of the conference is to enable undergraduates to make informed decisions about their career choices and to consider the benefits of PGT or PGR. We will deliver a similar conference in 2025.
- **Imperial BE**, we will organise a Black Founders networking event, to bring Black STEM founders and investors into Imperial to network with students. Our long-term goal is to set up an accelerator programme for students of Black heritage.
- **Frontiers Revolutions in Biosciences, Computing and Engineering** A 2 week Summer programme for up to 50 undergraduates. Students work on group projects designed to develop critical thinking, communication, creativity, and collaboration skills, they visit facilities at Imperial (eg Data centre, Chem Eng facility) have research and career talks from Imperial academics and students and take part in a one-day hackathon. We know from past evaluation of this programme that students leave with a very positive impression of Imperial, its research and quality of teaching. These students spread the word through social media and we hope some will return to study or work with us.
- **Empower – the Black Doctoral Network**, the Black doctoral network would like to build on the first event bringing BDNs from different Universities together.
- The event aims to provide a safe space for students to share their experiences of being Black doctoral students, promote wellness, to be inspired by successful Black academics and professionals and develop their personal network that they will be able to draw on for support and collaboration throughout their careers.

The **main beneficiaries** are the Black Students who attend our events.