

# School of Science

# EQU Action Plan 2019

Development area	Action	Who	Notes
Recruitment, pay, and career development	<p>Raise awareness of unconscious bias: Integrate training on unconscious bias as part of 360 evaluation and promote video training to recruitment committees.</p> <p>Develop mentoring program: Promote the possibility especially to women and train mentors to take into account the challenges of women in technical fields.</p> <p>Advertise positions with “SCI encourages qualified candidates from all backgrounds and especially women to apply.”</p> <p>Use Platforms funding to invite women and people from other underrepresented groups to give talks.</p> <p>Individual plan for combining partial parental leave and work: agree on work plan.</p> <p>Encourage research visits of faculty with children via SCI Outgoing Faculty Programme (launch Jan 2019): offer support for travelling with family.</p>	HR, supervisors HR, supervisors HR Platform Managers HR, supervisors Heads of Departments	e.g. <a href="https://vimeo.com/191134397">https://vimeo.com/191134397</a> Utilize Aalto's mentoring program. Both women and men as mentors.
Education and study	<p>Develop Shaking Up Tech as an annual event in co-operation with TAU and LUT. Organize parallel events on three campuses. Consider how to utilize Shaking Up Tech as a brand for wider activities.</p> <p>Recruit new researchers for Scientists in Schools, especially women and Finnish speakers.</p> <p>Introduce ombudsperson for doctoral students.</p>	Development Manager Vice heads of dept (ed.) Director of Doctoral Programme	Plan together with Aalto Junior.
Promoting diversity at Aalto University	<p>Organize Research Day for Aalto women.</p> <p>Develop a system for department level diversity plan with objectives and follow-up.</p>	Shaking up Tech team Development Manager	Together with Aalto, SCI as pilot