

# School of Science EQU Action Plan 2020

Development area	Action	Who	Notes
Recruitment, pay, and career development	Launch SCI recruitment handbook.	HR, SCI quality working group	Utilize ELEC model
Education and study	<p>Recruit new researchers for Scientists in Schools, especially women and Finnish speakers.</p> <p>Introduce ombudsperson for doctoral students.</p> <p>Shaking up Tech: Ensure continuation, develop partnership model.</p> <p>Develop support for equal employment and career development of women with engineering education</p>	<p>Vice Heads of Departments, SCI quality working group</p> <p>Director of doctoral programme</p> <p>SuT team</p> <p>Together with partners from LUT, TAU, TEK, and universities of applied sciences</p>	<p>Joint effort with Aalto Junior needed</p> <p>Joint pilot with CHEM and ELEC</p> <p>ESR project in negotiation phase, starting in 3/2020?</p>
Promoting diversity at Aalto University	<p>Develop a system for department level diversity plan with objectives and follow-up.</p> <p>Launch SCI funding for projects/activities stimulating diversity/building inclusive culture.</p> <p>Add "enhancing inclusive culture" in the description of Team-building and Co-operation Award of SCI Awards.</p>	<p>Small departmental committees (including researchers, HR, students)</p> <p>SCI quality working group, Dean</p> <p>SCI quality working group</p>	<p>As part of Aalto level action</p> <p>Utilize TU/e model</p>
Data collection, statistics, and communications	Boost communication of EQU work at Aalto and SCI.	SCI quality working group, COS	