Equality, Diversity and Inclusion at Aalto University

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EQUALITY

Equality refers to an aim to provide a non-discriminatory, equal and accessible environment in which employees and students with diverse backgrounds receive equal opportunities and fair treatment, and are free to study and work without discrimination.

DIVERSITY

Diversity refers to any visible or non-visible attributes that make us different from each other - all the ways we differ.

(e.g. gender, age, health, disability, ethnic or national origin, nationality, language, religion, beliefs, opinion, political or trade union engagement, family relations, sexual orientation, or other personal characteristics, and their intersections)

INCLUSION

Inclusion refers to an environment of involvement and respect, where everyone can be their true self, feel a sense of belonging, and where our different backgrounds and perspectives are seen as strengths.

DIVERSITY is having a seat at the table.
INCLUSION is having a voice at the table.
BELONGING is having your voice heard.

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Values	Ways of working	Leadership principles
Responsibility	**Working for a better world, we act sustainably for the wellbeing of all**	**I act with integrity and empower our people to thrive and work for our joint purpose**
Courage	**Taking on challenges with creativity and passion, we aim high**	**I am forward-looking and encourage our people to experiment and grow**
Collaboration	**Diversity is part of who we are and we foster a community that shines by working together**	**I embrace diversity and inclusion and build bridges between people**

Aalto strategy / Community & people
Developing our culture of inclusion, curiosity, collaboration and wellbeing as our competitive edge.

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Code of Conduct

I Our responsibility for people

We treat each other equally and impartially

We do not accept any kind of inappropriate conduct, bullying or harassment

We care for the safety and well-being of ourselves and others

I Our responsibility for people

We want every community m...

II Our responsibility for sustainability

We are committed to advanci...

III Our responsibility to act ethically / part 1

Our teachers have the freed...

III Our responsibility to act ethically / part 2
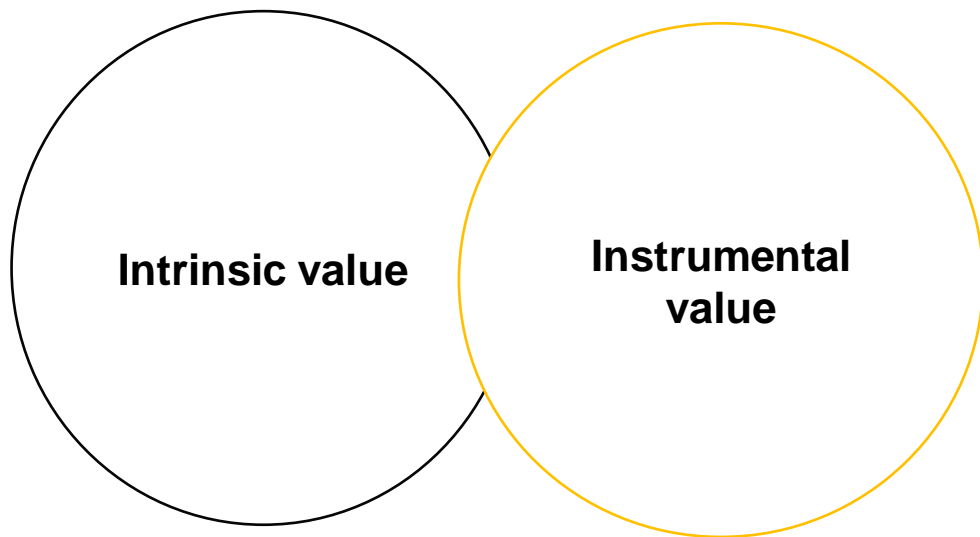
We are committed to perform...

IV Our responsibility for assets

Aalto University accepts don...

V Our responsibility for information and data

We advance responsible and...

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Why does equality, diversity and inclusion (EDI)?

Intrinsic value

Instrumental value

EDI Development

Continuous development cycle for EDI work

PLAN

- Planning is based on the on the university strategy, values, ways of working and Code of Conduct. Following related legislation and other requirements.
- EDI Plan is prepared for three-year period and aligned with strategic goals.
- The action plans of the six (6) schools and university updated annually

ACT

- Action to improve development : Adjusting goals, updating action plan and /or further specification on implementation.
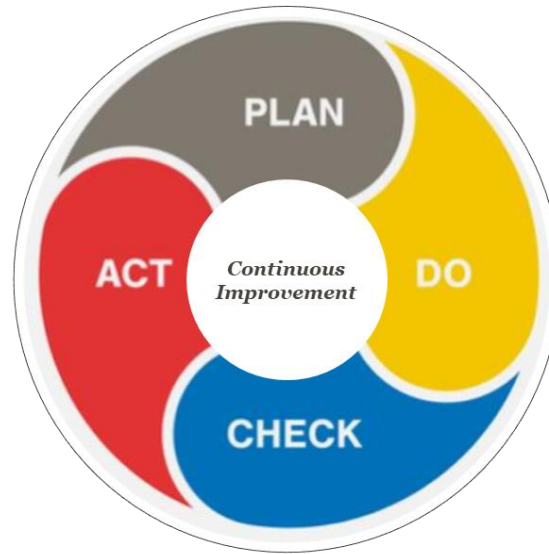
DO

- Implementation of action plans: work towards improved equality, diversity and inclusion at the university level , schools and departments.
- Sharing best practices across schools & departments

CHECK

- Annual reviews of the schools, and the university review at three-year intervals
- Statistics and systematic feedback for example through people processes
- Monitoring the progress of measures, annual reporting to the university-level EDI Committee

EDI steering

←→

President

Decides on EDI Plan and committee. Reviews EDI KPI's on an annual basis

Provost

Chairs EDI committee and task force. Is responsible for the EDI development work.

EDI Officer

Coordinates EDI activities and facilitates continuous development across the University. EDI Committee and Task Force secretary.

EDI Committee

Outlines EDI plan and decides on needed actions and their implementation in Schools and at the University level. Reviews activities and follows up of action plans. Contributes to the development actions and communicates the development in the Aalto community.

Accessibility Coordination Group

Accessibility coordination group is formed to improve coordination across domains: accessibility of teaching and other academic activities, campus, and services both physically and digitally

EDI Task Force

Task Force oversees the alignment of the EDI priorities & strategic roadmap. Supports implementation of agreed activities and brings to discussion feedback and identified new development needs.

Dean

Reviews School EDI KPI's on an annual basis as a part of University Review.

Schools EDI Task Forces or equivalent bodies

The School Task Forces prepare School EDI action plans and are responsible for implementation and follow-up of at the School level.

Raise EDI issues to the attention of the schools' steering or management groups.

Department level working groups

Some department has their own working groups.

EDI Development 2022-2024

The Aalto University Equality, Diversity and Inclusion (EDI) Plan defines the ways in which the university promotes the equality, diversity and inclusion of the Aalto community: current state, recent development and development plans for the three-year period 2022-2024.

EDI focus areas:

1 — **Building EDI capabilities**

2 — **Fostering inclusive learning experiences**

3 — **Developing equal people processes & practices**

4 — **Strenghtening a data-driven operating model**

5 — **Promoting accessibility & barrier-free environments**

yearly concrete EDI action plans for the university and each school

EDI Development 2022-2024

	Building EDI capabilities	Fostering inclusive learning experiences	Developing equal people processes & practices	Strengthening a data-driven operating model	Promoting accessibility & barrier-free environments
CONTINUOUS DEVELOPMENT	• EDI awareness • EDI competency building	• Attracting diverse students • EDI collaboration with AYY and student guilds	• EDI practices in recruitment and onboarding processes • Mentoring and support in career paths • Equal pay	• Monitoring progress at all levels • Processes for reporting inappropriate conduct	• Barrier-free campus • Digital accessibility • Accessible studies for all
SPECIFIC DEVELOPMENT AREAS	• Psychological safety and inclusive communication • Inclusion of international employees and students into Aalto and Finland • Inclusion of diverse minorities	• Inclusive teaching, supervising and learning practices • Equality and consistency of PhD supervision	• Holistic wellbeing in diverse life situations • Diversity of university management & service personnel	• FINEEC audit of EDI activities • Utilizing research and benchmarking • Strengthening EDI data and analytics	• Digital accessibility: SISU, open-access materials and events

Priorities

2022:
- Inclusion of international employees and students into Aalto and Finland
- Inclusive teaching, supervising and learning practices
- FINEEC audit of EDI activities

2023:
- Awareness and competency building
- Inclusive community for all (including psychological safety, inclusive communication, inclusive teaching and learning, peer-support…)
- Language policy and guidelines

Advancing EDI in requires active action

1

STRUCTURAL
Reshaping organizational level system, processes and practices to be fair and equitable

2

PEOPLE
Driving personal and behavioural development, enabling people to recognize and mitigate bias and working together

Based on Korn & Ferry

Development actions

Some examples

A question about inclusion in course feedback and feedback summary

Added as a common question to all schools in Aalto University in August 2022

'Which factors in the course served to promote the accessibility of the teaching, encourage participation, and reduce discrimination (e.g., in the selected teaching and assessment methods, course material, or learning environment)?"

The purpose of the qualitative question is to increase people's understanding of inclusion and the development of an inclusive culture:

- Students reflect on how they perceive inclusion and verbalise their thinking around it
- For teachers, the data offers understanding on what kind of actions are inclusive, highlighting the positive

1. Transparent expectations, aligned content and clear structure

2. Communication and participatory methods and group work

3. Engagement and flexibility through digital tools

4. Engagement through diverse assignments and assessment

5. Accessible and diverse materials

6. Support from teachers and teaching assistants

Supporting students' sense of community and belonging

- Meet people with an open mind and respect diversity
- Strive to acknowledge unconscious bias and challenge your assumptions
- Be open to new perspectives, listen and give space to everyone
- Speak with care and respect
- Be compassionate and learn from mistakes
- If you notice inclusion barriers do not hesitate to act

Supporting students' sense of community and belonging

Central to community and inclusion is that the community members feel accepted and valued as

Services

Agreeing guidelines for inclusive interaction in course

Inclusive teaching practices are inseparable from high quality teaching practices, so inclusive

Services

Oasis of Radical Wellbeing   **Read more**

EDI Hub & guidelines for inclusive interaction

- Meet people with an open mind and respect diversity
- Strive to acknowledge unconscious bias and challenge your assumptions
- Be open to new perspectives, listen and give space to everyone
- Try to use inclusive language, speak with care and respect
- Be compassionate and learn from mistakes
- If you notice inclusion barriers do not hesitate to act

Read more tips →

Aalto University

Learning hub on diversity and inclusion

A flourishing academic community is built upon a diversity of talent, backgrounds, and experiences. We can all contribute to fostering an inclusive community.

What to do when you experience inappropriate behavior?

Info and support available→

Understanding and Tackling Unconscious Bias

Unconscious biases can prevent organizations from being diverse, equitable and inclusive. The aims of this course are:
- To build participants' awareness of what unconscious biases are, and how and why they are formed
- To support participants in recognizing the impact unconscious biases have on their own behaviours and in their workplaces
- To enable participants to take action to prevent the impact of unconscious biases

Link to the Workday Learning

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VOICE – The neuroscience of speaking up

Notice the Moment

Plan when/how to speak up

Manage Your Emotion

Label SCARF® threats

Challenge Productively

Mitigate threat in conversations

NeuroLeadership INSTITUTE

OASIS of Radical Wellbeing
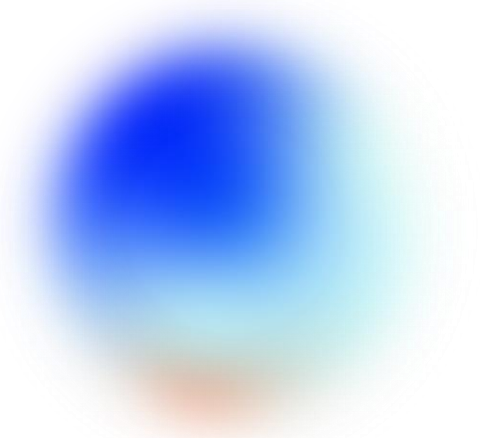
1. WELLBEING MEDIA HUB

Produce information and dialogue supporting awareness of wellbeing. Competences and skills dealing with radical wellbeing in the whole community, strengthening inclusivity (facilitated dialogues, podcasts, videos, social media, virtual magazine, Personal Impact set of courses and a wellbeing MOOC)

2. IDENTIFY LOAD FACTORS AND SUGGEST AND TEST SOLUTIONS

Analyzing relevant information from for example wellbeing questionnaires, develop tools like How You Teach questionnaire with counter feedback, develop workshops and tools for guidance to support wellbeing in the community.

3. Wellbeing DESK

Create ways of support, including supervision, and peer mentoring.

Activities at Oasis
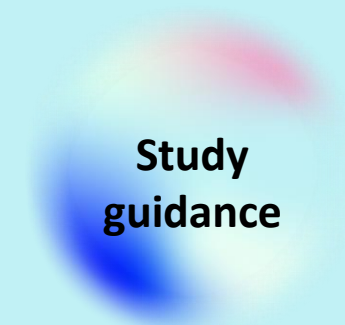
Wellbeing Ambassadors

Wellbeing Desk + EDI sessions

HowYouTeach pilots

@aaltowellbeing + Media Hub

Personal Impact courses

Study guidance

Monthly EDI (equality, diversity and inclusion) sessions

4/2023 Creativity trough diversity, Astrid Huopalainen and Oana Velvu-Laitinen

3/ 2023 Gender equal Aalto? Anna Björnberg-Michelsson and Jani-Petri Martikainen

2/2023 Language-aware Aalto, Inkeri Lehtimaja (Language Boost and Namkyu Chun (Aalto)

1/2023 Understanding Unconscious Bias in Higher Education by Inklusiiv

12/2022: Inclusive Winter Gathering

11/2022: Navigating doctoral maze and EDI, Marja Niemi & Jaana Suviniitty

10/2022: Towards more inclusive teaching, three Aalto teachers

9/2022: LGBTQ+ in Aalto, Kasper Kivistö (Trasek ry) & GAYY

6-8/2022 Summer break

5/2022: Discrimination-free Aalto? Shadia Rask (THL)

4/2022: Religions in Aalto, AaMu & Aalto-papit
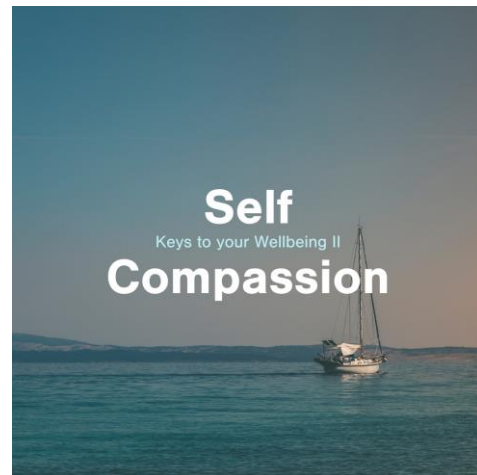
3/2022: Everyone included, Sara Salmani

wellbeing
D E S K

Keys to your wellbeing

Keys To Your Wellbeing series is here | Aalto University

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Thank you!