



Developing equality, diversity and inclusion at Aalto University

Ida Salin, EDI Officer

A!

Aalto-yliopisto
Aalto-universitet
Aalto University

EDI steering

University 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.

School steering

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.

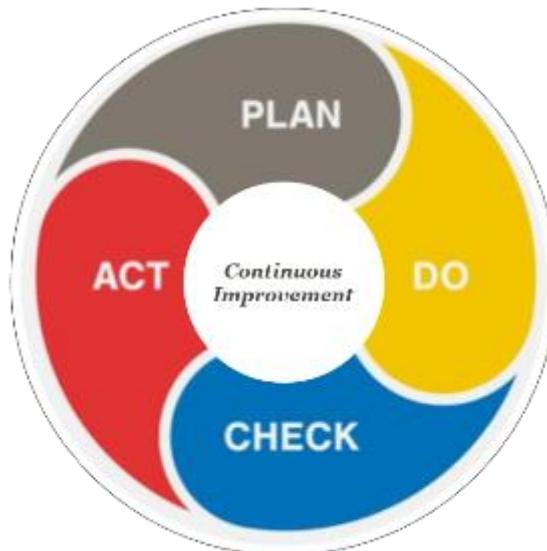
Continuous development cycle for EDI work

PLAN

- Planning is based 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 annually and systematic feedback for example through people processes (eg. Wellbeing Surveys, recruitments, learning)
- Monitoring the progress of measures, annual reporting to the university-level EDI Committee

EDI data sources

The following statistics and surveys are utilized for monitoring:

EQUALITY AND DIVERSITY

- EDI report - Power BI - Equality and diversity statistics of students and personnel
- Number of certificates for individual study arrangements

INCLUSION

- Personnel wellbeing survey with EDI related questions
- Workplace surveys
- ***Diversity and Inclusion at Work Survey (2023)***
- AllWell? student survey
- Course Feedback
- The International Student Barometer (ISB)
- The Finnish Bachelor's Graduate Survey
- TEK / SEFE Graduate Surveys
- Contacts and cases of inappropriate conduct

OTHER FEEDBACK

- FINEEC Quality Audit 2023
- TEE & RAI
- SA(A)B Feedback and recommendations
- How U Teach pilots
- Community feedback during department meeting, community events etc

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

CONTINUOUS DEVELOPMENT	Building EDI capabilities	Fostering inclusive learning experiences	Developing equal people processes & practices	Strengthening a data-driven operating model	Promoting accessibility & barrier-free environments
SPECIFIC DEVELOPMENT AREAS	<ul style="list-style-type: none">• Psychological safety and inclusive communication• Inclusion of international employees and students into Aalto and Finland• Inclusion of diverse minorities	<ul style="list-style-type: none">• Inclusive teaching, supervising and learning practices• Equality and consistency of PhD supervision	<ul style="list-style-type: none">• Holistic wellbeing in diverse life situations• Diversity of university management & service personnel	<ul style="list-style-type: none">• FINEEC audit of EDI activities• Utilizing research and benchmarking• Strengthening EDI data and analytics	<ul style="list-style-type: none">• Digital accessibility: SISU, open-access materials and events

Building EDI capabilities

A!

International Aalto

+110

Nationalities within
our community

53th

THE most
international
universities 2023

AllWell?

Positive experience
cultural study
environment

94%

Positive experience
psychological
safety

92%

Positive experience
on peer-support

94%

Personnel wellbeing survey 2023

Interpersonal
resources: unit

4,14%

2021: 4,04%

Scale: 1-5

Equality, diversity
and inclusion

4,21%

2021: 4,17%

Scale: 1-5

Inappropriate
conduct
experiences

7%

2021: 5%

EDI capabilities

Recent developments



Awareness building and training:

- Compulsory Code of Conduct eLearning for personnel and new students
- Understanding Unconscious Bias in Higher Education eLearning for personnel
- Monthly EDI discussion sessions, external trainings and internal workshops
- EDI and wellbeing as a topic in orientation and some courses, personal impact courses
- Aalto Safer space – poster campaign and workshops by OASIS
- OASIS collaboration with AYY on harassment contact person trainings
- Keys to Wellbeing info packages

Inclusion of international employees and students:

- Project carried out collaboratively with other higher education institutions, e.g. HEI Life support for families and spouses
- Language boost project and newly launched learning platform.
- Finland Studies and Finland Works MOOCs
- The Spring Forum for Higher Education Institutions organized at Aalto with theme of student inclusion
- Beat the blues –sessions by study psychologist
- International Aalto events (Making Waves, Migri and Espoo)

Grass-root level activities:

- School level EDI funding and strengthened EDI work at schools and departments, e.g. EDI goals, more active members, dedicated roles
- EDI events and networks, e.g. Dean's and Teachers' Coffees, Making Waves, Kaleidoscope, EDI Hub at Aalto Social, QueerA! Network
- Many AYY and student activities

Policy and guidelines:

- Renewed language guidelines and guidelines for degrees and instruction
- Guidelines for inclusive interactions and tips for inclusive language, and how to support sense of belonging and community within course

Fostering inclusive learning experiences

Individual study arrangement statements

260

2021: 143

AllWell? positive experience
Teaching and guidance:
team-building

73%

Share of women students in 2023

bachelor's level

34%

2020: 31%
2010: 26%

master's level

41%

2020: 41%
2010: 44%

doctoral level

34%

2020: 33%
2010: 31%

Share of international students in 2023

bachelor's level

8%

2020: 4%
2010: 2%

master's level

27%

2020: 25%
2010: 19%

doctoral level

40%

2020: 35%
2010: 15%

A!

Fostering inclusive learning experiences

Recent developments



A!

Pedagogy:

- Support materials about pedagogical practices to foster wellbeing and sense of belonging
- Inclusion question added to course feedback, analysis of 7500 comments and communicating best practices
- Continuous development of all pedagogical courses, especially Supporting Diverse Learning in Higher Education and Teaching Multicultural group

Individual study arrangements:

- Learning services accessibility group has worked on harmonizing and supporting individual study arrangements, for example best practices added to the statements to support student and teacher
- Individual study arrangements and accessibility pages from into.aalto.fi to aalto.fi

Awareness building and training:

- Training and info sessions about inclusive teaching for teachers, Learning Steering Group and LES personnel at University and Schools
- Teacher's coffees on inclusive practices
- Including EDI content to Teachers' Handbook at aalto.fi
- The Spring Forum for Higher Education Institutions organized at Aalto with theme of students' inclusion
- Sharing Aalto expertise for example at Pedaforum (e.g. workshops on promoting inclusion through course feedback, guidance path and on self-compassion)

Student awareness and wellbeing:

- Student wellbeing ambassadors in OASIS team (e.g. guidelines preventing and intervening in harassment situations with associations)
- Development of Starting Point of Wellbeing -services, e.g. Beat the Blues sessions targeted for international students and special education teacher / guidance counsellors support
- EDI lessons as a part of education offering and personnel impact courses
- Renewed All Well questionnaire with more focus on psychological safety and social study environment

Developing equal people processes & practices

A!

Share of women personnel 2023

academics

34%

2020: 31%
2010: 29%

professors

23%

2020: 20%
2010: 10%

Services

63%

2020: 62%
2010: 59%

HoD's

21%

2020: 18%

Deans and vice deans

17%

Aalto leadership

54%

Share of international personnel 2023

academics

49%

2010: 16%

professors

28%

2010: 4%

Services

8%

2010: 2%

HoD's

21%

2020: 5%

Deans and vice deans

6%

Aalto leadership

0%

Developing equal people processes & practices

Recent developments



Policy development:

- New family leave policies applied in universities
- New doctoral researcher title and 10% employment contract for affiliated grant researchers,
- Interview promise for spouses and school level funding for 6 months spouse employment

Recruitment practices:

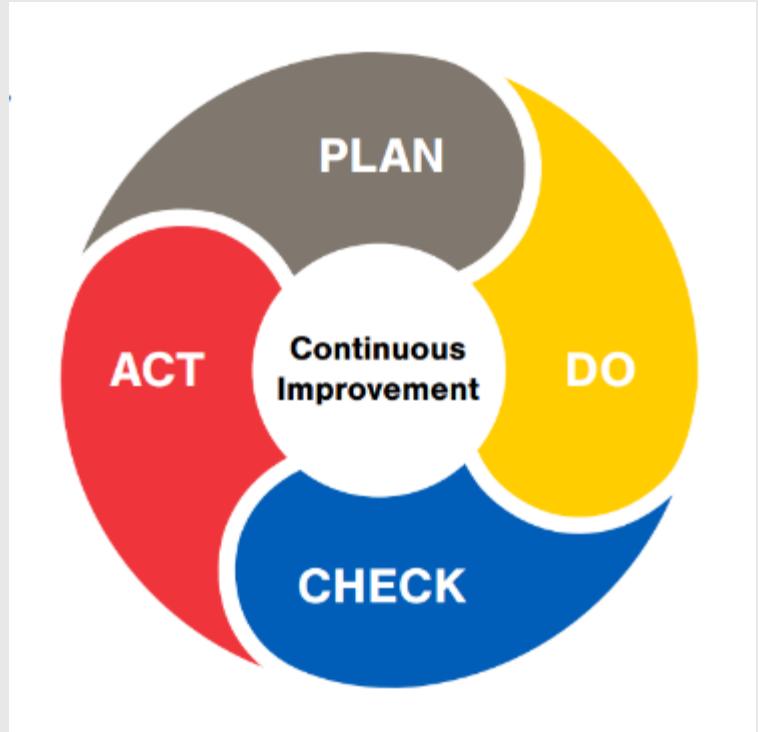
- Piloting anonymous recruitment and discussing internationalization of service together with Service Leaders
- Academic Leadership Assessment piloting in TT recruitments
- Understanding Unconscious Bias in Higher Education eLearning

Career and wellbeing support:

- Networking events and women mentoring at University and Schools
- Development of WellbeingDesk services, e.g. individual solution-focused coaching to support wellbeing at work and support from community psychologist
- Workshop concept for work planning and managing workload pilots at BIZ and ENG

Strengthening a data-driven operating model

A!



Strengthening a data-driven operating model

Recent developments



A!

Processes:

- EDI review as a part of university review and KARVI audit, Benchlearning with EPFL.
- Aligned schedule for annual review and EDI review at Schools

Reporting inappropriate conduct or inclusion challenges:

- Improved process for handling harassment cases, diversity@aalto.fi
- Personnel and students at Aalto University, as well as the members of its stakeholders, can report cases of misconduct in the ethical channel introduced in 2023. The ethical channel is a confidential internal reporting channel based on the Whistleblower Act. A secure WhistleB tool has been used to set up the channel.
- Communication about annual cases at aalto.fi, info sessions at schools and guidelines embedded to Code of Conduct training

Utilizing research and benchmarking:

- Many student projects together with BIZ
- “Diversity and inclusion at Work” research by BIZ research group
- UNITE! Benchmarking “quality in equality” and Wellbeing & Inclusion Community
- Boston Consulting Group Diversity Roundtable

Promoting accessibility & barrier-free environments

Accessibility of
facilities supports
non-discrimination

4,01

2021: 4,04

Scale: 1-5

A!

Promoting accessibility & barrier-free environments

Recent developments



Digital accessibility:

- Accessibility information of digital services collected
- Digital accessibility integrated into Aalto portfolio processes as part of enterprise architecture validation, digital accessibility requirements integrated into procurement processes
- Frame agreement done with an external partner for accessibility and usability consultation to support digi projects
- Renewed brand colors and fonts, specifically chosen with accessibility in mind.
- Renewed document templates where the goal has been to take accessibility requirements into account in the layout, accessibility guidelines are also integrated as a part of new templates
- Openlearning.aalto.fi and FiTech offering on accessibility topics

Accessible campus:

- Set-up for hybrid teaching available at Undergraduate centre

A!