

# School of Science

# EQU Action Plan 2019

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