

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