

School of Electrical Engineering EQU Action Plan 2020

Development area	Action	Who	Notes
Recruitment, pay, and career development	“ELEC Handbook on promoting gender diversity in recruitment” will be introduced at every department.	Heads of departments, HR coordinators, Development manager	The Handbook is a result of ELEC MT Development Day 2019.
Study and teaching	Introducing ombudsperson for doctoral candidates. Increased effort in participating in Shaking up Tech in October 2020. Student marketing pilot one Bachelor-level programme (Elektronikka ja sähkötekniikka) to attract more female students to apply. Analyse the results of the survey by Opiskelun ja koulutuksen tutkimussäätiö OTUS	Planning officer of the Doctoral programme in Electrical engineering, Development manager eQuality group Dean, COMMS eQuality group, HR manager	SCI/ELEC/CHEM pilot 2020 Recruiting more research groups to give workshops. In collaboration with a marketing agency. ELEC wanted to know esp. why female candidates do not apply in order to improve our marketing and recruiting.
Promoting accessibility and barrier-free environments	Introducing unisex-toilets in all ELEC buildings	Technology manager, Development manager	
Data collection, statistics and communication	We make an EQU communication plan for ELEC Making Equality survey Fall 2020	eQuality group, COMMS eQuality group	Organised together with BIZ and other interested schools (SCI organised a survey already in 2019).
Other	Establishing the new ELEC eQuality group as part of ELEC and its ways of working Putting equality matters on the regular agenda of ELEC MT and other essential bodies.	eQuality group, Development manager eQuality group members, Development manager	eQuality group 2020-2022 appointed in January 2020