D&I Development focus areas

EQUALITY THROUGH PEOPLE & STUDENT PROCESSES

Tools and guidelines for equal hiring and promotion, including improving **bias sensitivity** in key people processes

D&I matters embedded in **recruitment marketing & student marketing**

Integrating inclusion into **orientation/onboarding and other key processes**

AWARENESS BUILDING & INCLUSIVE CULTURE

Awareness through cross-organisational training and campaigns aimed at attracting women & girls to technology

Mentoring & coaching for young faculty, special attention to foreign and female faculty

Enhancing **wellbeing** services for students & staff to alleviate exclusion

Culture development – inclusive community practices

STRENGHTENED OPERATING MODEL & STRUCTURES

Improving **data & analytics.**

Clarified and **lower threshold harassment reporting** for students & personnel

Improved formal **structures**, **community involvement** and accountability

Alignment with University **annual clock**.

EQUALITY   DIVERSITY   INCLUSION

GENDER   INTERNATIONALITY   DIVERSE MINORITIES