### Key Aalto level D&I actions 2020

#### People & student processes
- Concept developed for women professor’s mentoring programme
- Handbook of D&I in recruitments published
- Diversity statement added into job ads
- Gender decoder launched for gender-neutral job ads & recruitment tool implementation round
- Inclusion video as part of orientation for new bachelor’s & master students
- Inclusion topic in AYY & student psychologist tutor trainings
- Diversity clauses added to tenure track guidelines & lecturer track guidelines
- Work started to eliminate binary gender categorizations in our systems and templates

#### Awareness building & inclusive culture
- E-learning launched on Diversity & recruitments, included in Workday onboarding path
- Discussion round across Aalto on AllWell? results stressing exclusion challenges of minorities
- *Towards Oasis* symposium with guest professor speaker on inclusion
- 4 open faculty & staff trainings on D&I
- Girls Takeover organized
- Briefing all TT committee’s on D&I and implicit bias
- Aalto.fi site “D&I toolbox” launched (resource bank on D&I learning materials)
- BLM statement & Anti-gender discrimination statement from PMT

#### Operating model & structures
- Improved Diversity data set (recruitment data, glass ceiling data, Diversity data report renewal)
- GENEQ EU funding application for gender equality work
- Involvement in UNITE! WP 5 “Gender equality” (2021-2024)
School D&I highlights 2020

- Finalising the ombudsperson for doctoral students initiative (SCI, CHEM, ELEC)
- “ELEC Handbook on promoting gender diversity in recruitment” introduced at every department
- Participating in Equal Career Paths for Women – NOW! project (SCI)
- Membership started in HILMA network (gender studies available for all Aalto students)
- Student marketing pilot one Bachelor-level programme to attract more female students to apply in ELEC

People & student processes

- Inclusion as a theme in Eloeminaari as a start to Inclusive ARTS actions
- Making Waves project in action at SCI (Diversity fund initiative)
- "Year of Code of Conduct": discussions and collecting ideas in several schools
- Shaking up Tech 2020 online event together with LUT University and University of Oulu
- D&I at SCI depts: e.g. CS Mentoring & Diversity talks, Screening of Picture a Scientist documentary
- BIZ / Kaute webinar on D&I
- D&I topic in Puttonen & Vilkkumaa podcast & Better Business Better society seminar
- ARTS inclusive community spirit: Future of ARTS, Make Väre ours –project
- Introducing unisex-toilets in all buildings "managed" by ELEC

Awareness building & inclusive culture

- ARTS D&I task force established
- Dean's D&I Task Force at BIZ established, development proposal for D&I development at BIZ
- Launching SCI Diversity and Inclusivity Fund with two calls in 2020
- Including strategic analysis of diversity trends in the annual review and degree programmes’ diversity in programme reviews at ENG
- Community Wellbeing defined as one of the four key strategic initiatives in the Business School’s new strategy for 2021-24

Operating model & structures