

# 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

## People & student processes

- 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
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## Awareness building & inclusive culture

- Inclusion as a theme in Eloseminaari 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
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## Operating model & structures

- 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