

School of Electrical Engineering EDI Action Plan 2022

GOAL	CONTINUOUS DEVELOPMENT	SPECIFIC DEVELOPMENT AREA
Building EDI capabilities	<ul style="list-style-type: none"> Diversity theme event at each department every other year, 2023, 2025. 	<ul style="list-style-type: none"> Diversity and Inclusion Fund to ELEC to organize diversity theme events at the departments / school eQuality group promotes ED&I themes in various events, e.g. <ul style="list-style-type: none"> Professors' lunch Jan 2022 Dean's coffee May 2022
Promoting equal people processes & practices	<ul style="list-style-type: none"> Use of <u>Aalto Handbook on Quality and Diversity in Recruitments</u>. Aalto Code of conduct part of the Onboarding process Annual Dean's coffee event with EQU theme 	<ul style="list-style-type: none"> Clear model of recruiting and gender balance <ul style="list-style-type: none"> Evaluation of SAB-recommendations and decisions at ELEC MT Pilot: "EDI enhanced" TT recruitments at COMNET Best practices on parental leaves <ul style="list-style-type: none"> Staying and returning from parental leave – discussion
Fostering inclusive learning experience	<ul style="list-style-type: none"> Diversity aspects accounted for in the programme renewal (ELEC strategic plan 2021-2024) 	<ul style="list-style-type: none"> Increased effort in participating in the Shaking-up Tech event (next time Oct 2022) Launching the "Engineering Psychology" BSc programme (teknillinen psykologia) Discussion with the guilds on the best ways to co-operate Women's Lunch for doctoral students
Strengthening data-driven operating model	<ul style="list-style-type: none"> EQU material part of the ELEC annual review (every year) Communication of EQU actions to the ELEC & Aalto community 	<ul style="list-style-type: none"> <u>National survey</u> (2022) Communication about EQU statistics (events, management team)
Promoting accessibility and barrier-free environments		