

# School of Engineering Equality, Diversity and Inclusion action plan for 2023-24

# Aalto EDI Development objectives for 2022-24

	Building EDI capabilities	Fostering inclusive learning experiences	Developing equal people processes & practices	Strengthening a data-driven operating model	Promoting accessibility & barrier-free environments
CONTINUOUS DEVELOPMENT	<ul style="list-style-type: none"> <li>• <b>EDI awareness**</b></li> <li>• <b>EDI competency building**</b></li> </ul>	<ul style="list-style-type: none"> <li>• Attracting diverse students</li> <li>• EDI collaboration with AYY and student guilds</li> </ul>	<ul style="list-style-type: none"> <li>• EDI practices in recruitment and onboarding processes</li> <li>• Mentoring and support in career paths</li> <li>• Equal pay</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring progress at all levels</li> <li>• Processes for reporting inappropriate conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Barrier-free campus</li> <li>• Digital accessibility</li> <li>• Accessible studies for all</li> </ul>
SPECIFIC DEVELOPMENT AREAS	<ul style="list-style-type: none"> <li>• <b>Psychological safety and inclusive communication**</b></li> <li>• <b>Inclusion of international employees and students into Aalto and Finland* , **</b></li> <li>• <b>Inclusion of diverse minorities**</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Inclusive teaching, supervising and learning practices*</b></li> <li>• Equality and consistency of PhD supervision</li> </ul>	<ul style="list-style-type: none"> <li>• Holistic wellbeing in diverse life situations</li> <li>• Diversity of university management &amp; service personnel</li> </ul>	<ul style="list-style-type: none"> <li>• <b>FINEEC audit of EDI activities*</b></li> <li>• Utilizing research and benchmarking</li> <li>• Strengthening EDI data and analytics</li> </ul>	<ul style="list-style-type: none"> <li>• Digital accessibility: SISU, open-access materials and events</li> </ul>

\*priority for 2022

\*\*priority for 2023, also: Language guidelines

# ENG EDI key development points 2022-24

- ✓ **Ensure accessibility in the renovation of ENG facilities (Puumiehenkuja 5, Sähkämiehentie 4, Rakentajanaukio 4)**
- ✓ **Build EDI awareness and capabilities of the staff**
- ✓ **Use FINEEC audit to identify enhancement needs in the EDI-related processes**

1. **Building EDI capabilities**
2. **Fostering inclusive learning experiences**
3. **Developing equal people process & practices**
4. **Strengthening a data-driven operating model**
5. **Promoting accessibility & barrier-free environments**

# ENG EDI Action Plan 2023-2024

GOAL	CONTINUOUS DEVELOPMENT	SPECIFIC DEVELOPMENT AREA
<b>BUILD EDI CAPABILITIES</b>	1. Train the school HR on the themes of the recruitment handbook on diversity. (HR, LSS)	2. Initiate Code of Conduct themed discussion events for the staff and faculty. Provide practical tools for bringing the topics to discussion in the research and service teams. (LSS)
<b>PROMOTE EQUAL PEOPLE PROCESSES &amp; PRACTICES</b>	3. Teaching Contribution Index pilot: Implement the qualitative data collection (LES support); integrate to My Dialogues discussions (HR support)	4. Re-start networking and peer-discussion lunches for international professors (Dean, HR, LSS)  5. Doctoral programme: Design and prepare the research training for doctoral students; Organize the doctoral supervision course for supervisors; identify the critical factors hindering EDI in ENG doctoral education; design and pilot actions at a doctoral programme level (Doctoral Programme Committee, Academic Coordinator)
<b>FOSTER INCLUSIVE LEARNING EXPERIENCE</b>	6. Support peer-learning on academic advising practices and broadening usage of Student Success Hub as a platform for this. (VD Education, LES)  7. Include diversity follow-up in the school's BSc and MSc programme marketing planning (COMMS, LSS)	8. Share best-practices amongst the teaching staff in creating accessible learning experience. Offer tools and build capabilities for accessible course design. (LES)
<b>STRENGTHEN A DATA-DRIVEN OPERATING MODEL</b>	9. Teaching Contribution Index pilot: Provide ITS/MIS feedback for making the available information more usable	
<b>PROMOTE ACCESSIBILITY AND BARRIER-FREE ENVIRONMENTS</b>	10. Actively promote accessibility in practice in the planning and renovation of RA4 and K4 buildings. (TSS)	See item 8.

# Activity descriptions

Area of development	Activity	Description	Responsible units
<b>Build EDI capabilities</b>	1. Train the school HR on the themes of the recruitment handbook on diversity.	<a href="https://www.aalto.fi/en/aalto-university/handbook-on-diversity-in-recruitments">https://www.aalto.fi/en/aalto-university/handbook-on-diversity-in-recruitments</a>	HR, LSS
	2. Move towards more discussion-oriented Code of Conduct lectures.	Test a concept with regular (two per year) events with expert-led case-learning and discussing.	LSS
<b>Promote equal people processes and practices</b>	3. Teaching Contribution Index pilot: Implement the qualitative data collection; integrate to My Dialogues discussions	TCI is a school-developed tool for enabling discussion between employee and her/his superior on workload related to teaching.	LES, HR
	4. Re-start networking and peer-discussion lunches for international professors	The lunches are intended for discussing working in Finnish culture and sharing experiences .	Dean, HR, LSS
	5. Development of the doctoral programme: Design and prepare the research training for doctoral students; Organize the doctoral supervision course for supervisors; identify the critical factors hindering EDI in ENG doctoral education; design and pilot actions at a doctoral programme level	The school has hired an academic coordinator to develop doctoral education together with the Doctoral Programme Committee.	Doctoral Programme Committee, Academic Coordinator

# Activity descriptions

Area of development	Activity	Description	Responsible units
<b>Foster inclusive learning experience</b>	<p>6. Support peer-learning on academic advising practices and broadening usage of Student Success Hub as a platform for this.</p> <p>7. Include diversity follow-up in the school's BSc and MSc programme marketing planning.</p> <p>8. Share best-practices amongst the teaching staff in creating accessible learning experience. Offer tools and build capabilities for accessible course design.</p>	<p><u>Academic advising at Aalto University</u></p> <p><u>Accessibility</u>  <u>Digital accessibility</u>  <u>Agreeing guidelines for inclusive interaction in course</u>  <u>Supporting student's sense of community and belonging</u></p>	<p>VD Education, LES</p> <p>COMMS, LES, LSS</p> <p>LES</p>
<b>Strengthen a data-driven operating model</b>  <b>Promote accessibility and barrier-free environments</b>	<p>9. Teaching Contribution Index pilot: Provide ITS/MIS feedback for making the available information more usable</p> <p>10. Actively promote accessibility in practice in the planning and renovation of RA4 and K4 buildings.</p>	<p>TCI is a school-developed tool for enabling discussion between employee and her/his superior on workload related to teaching.</p>	<p>Dean</p> <p>TSS</p>