

2023-24 EDI priorities for Department of Mechanical Engineering

Submitted for October 2023 meeting of the College EDI Forum, by Sophia Quazi

Priority	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)	End of year review and update (RAG rated)
1. Athena SWAN Renewal – aiming for Silver	<p>Create a timeline for submission</p> <p>Convene the SAT</p> <p>Review data</p> <p>Draft and submit application</p>	Part of the departmental commitment to gender equality	<p>Sophia Quazi, EDI Coordinator</p> <p>Jonathon Jeffers (JJ), Chair of EDIC Committee</p>	Application process to start Jan 2024 with submission in 2025	Being awarded Silver	
2. Improving EDIC Committee Representation and Participation	<p>Clear remit and TOR</p> <p>Update membership to include membership from all staff types – specifically technicians.</p> <p>Ensure regular agenda items for staff and students to ensure balance</p>	<p>Only a couple of members of the EDIC committee are vocal.</p> <p>Technicians are not represented and there isn't a clear student voice.</p>	<p>Sophia Quazi, EDI Coordinator</p> <p>Jonathon Jeffers, Chair of EDIC Committee</p>	<p>Refresh membership – Sept 23</p> <p>Establish TOR and try new agenda format – Nov 23 when first meeting takes place</p>	Most student and staff groups represented in EDIC membership	
3. Delivery of EDI in Engineering Module	<p>Improve student experience and outputs of the module in its second year of delivery</p> <p>Students to apply for funding to deliver</p>	The action came from a student UROP project	<p>Chloe Agg, Student Experience Champion</p> <p>Julie Varley, Director of</p>	Academic year 2023-24	<p>More students taking the module this year</p> <p>At least one students applying for funding to deliver their designed EDI initiative</p>	

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	<p>initiatives they design during the module</p> <p>Continue to network and spread module to other departments</p>		<p>Student Experience</p> <p>Sophia Quazi, EDI Coordinator</p>		<p>Another department takes up delivery of this module</p>	
4. EDI training	<p>Ensure EDI training addresses the needs of the department</p> <p>Ringfenced EDI training for PhD cohort</p> <p>Training for technicians</p> <p>Microaggressions training for research groups</p>	<p>Technical staff answered negatively to the survey question 'I am satisfied with the learning and development I receive for my present job' only 46% responded positively.</p>	<p>Sophia Quazi, EDI Coordinator</p> <p>PG Administrator</p> <p>Department Resources Manager</p>	<p>Academic year 2023-24</p>	<p>Increased positive responses for technical staff in staff survey.</p> <p>PhD students report having better understanding of EDI and empowered.</p> <p>Improved culture for research group.</p>	
5. Increasing engagement in EDI events	<p>Increase student and staff involvement in EDI related events</p>	<p>Recent surveys and focus groups for both staff and students point out feelings of isolation.</p> <p>Attendance rates for training and events have been low</p>	<p>Sophia Quazi, EDI Coordinator</p> <p>MechEng's Events Group</p>	<p>Academic year 2023-24</p>	<p>Increase attendance rates for EDI related events</p>	