

## 2024-25 EDI priorities for Centre for Environmental Policy, submitted by Chetna Vaghela

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)
<b>1. To increase EDI training for staff and postgraduate research students</b>	To make unconscious bias and active bystander training mandatory on an annual basis for staff and research students	In response to our 2024 Athena Swan culture survey reported findings	HoD, DOM, PGD, EDIc, AS chair,	February: with the aim to gain a baseline of CEP training attendance for the respective training courses;  June: Subject to the above outcome and numbers, to encourage completion of training for all staff and research students;  September '25 all staff to attend the training	To monitor and track attendance  % or number of staff that have completed training	
<b>2. Increase diversity/transparency in the Promotion processes (support the promotion process to increase opportunity for all)</b>	Support for completing promotion documentation for women with high levels of admin  Mentoring for what needs to be in documentation	In response to the 2024 Staff Survey and 2024 Athena Swan culture survey	HoD and DOM with Executive Management committee, EDIc, AS chair	January: Transparency and issues around process to be raised by EDI rep of the Executive Committee and to act on agreed outcomes for this to be delivered during the 2024/25 academic year;  March: Increase signposting of the promotion process by	More eligible staff applying for promotion  Greater staff satisfaction with the process	

				including on the CEP website.  Identify support and implement before next promotion rounds in Nov 2025, to support future promotion rounds		
<b>3. Commitment to prioritising employee wellbeing</b>	Organise Wellness workshops with HR colleagues and professionals  EDI informed team management to promote healthy working environment	In response to the 2024 staff survey and fulfilling the action plan	DOM, HR, EDIc with the support of the CEP community	For this to be delivered during the 2024/25 academic year. This includes;  February: Liaise with HR to finalise wellness workshop details;  March: Organise and plan the logistics of the wellness workshop;  July: Organise discussions and supporting material around team management	Attendance and feedback  Completing the workshop aims  Increased satisfaction with line managers in staff surveys	
<b>4. Create a budget for EDI</b>	To identify an EDI budget	This supports the mechanisms to fulfilling the staff survey action plans.	EDIc	January: to be raised by EDI rep of the Executive Committee	Clarity on budget support/separate budget available	
<b>5. Commitment towards the progression of the Athena SWAN Charter</b>	Monitor findings closely	Share the data collection and	AS chair  EDIc	January: to include the Athena Swan targets in	To gain further insights of the department through	

status from Bronze to Silver,	to prioritise actions	management of the data streams.		the departmental newsletter;  Feedback requests in newsletter 2025;  Run internal culture and community survey in 2025;  Analyse culture and community survey 2025.	data collection and analysis, to contribute to the Athena Swan Silver Accreditation by 2028.	
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