

## 2024-25 EDI priorities for Department of Infectious Disease, submitted by John Tregoning

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>Priority 1. Increase diversity in academic staff</b>	<p>Focussed recruitment campaigns in thematic areas.</p> <p>Provide additional mentoring support female fellows and lecturers to ensure they progress through pipeline</p>	<p>Currently 35% female staff – aim is to achieve parity.</p> <p>Targeting recruitment to underrepresented groups and supporting them during the application process can increase success.</p>	HoD	Yearly monitoring	Monitoring recruitment by P&C committee	
<b>2. Promote a supportive and inclusive culture; improve Department cohesion</b>	Undertake social activities to improve Department cohesion	Underlying staff survey scored lowly on issues relating to cohesion.	P&C Lead	<p>First survey in 2026.</p> <p>Sub analysis by different job families to target activities</p> <p>Follow up survey 2028</p>	Improved responses to cohesion questions in staff surveys from 2024 baseline across all job families.	
<b>3. Provide a framework for personal development for all staff</b>	Meaningful <u>annual</u> review conversations for <u>all</u> staff.	Different staff have different career pathways and different career aspirations. These can be better supported through structured conversations.	Heads of Section	<p>Training of all line managers in ARC by 2025.</p> <p>Check uptake rate annually.</p>	>95% completion rate of ARC.	

<b>4. Outreach and Community Engagement</b>	Appoint outreach lead & engagement survey to capture breadth of activity	Members of the Department do a range of outreach activities. Capturing this effort will reflect the work done as well as help identify gaps.	Outreach lead	Year End 2025		
<b>5. Improve Support for Individuals with Disabilities</b>	Appoint a Disability Champion	A high-profile champion in a senior leadership position will ensure disability inclusion remains on the agenda.	HoD	June 2025		