

2023-24 EDI priorities for Department of Life Sciences

Submitted for October 2023 meeting of the College EDI Forum, by Josh Hodge

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. Add EDI Training for Students	Deliver training on communication, respect and culture; active bystander and bullying and harassment.	Reported instances of prejudice and discrimination among the student body.	UG Liaison Officer	Delivering this training in the 2023/24 academic year.	Deliver the training and evaluate what students have learned.	
2. Continue running EDI-focussed events	Run a series of events for working-class/first generation students Continue the celebrations of IWW	We are recruiting more WP students through outreach activities but more needs to be done in helping them transition to university and increase retention rates of these students. The past IWW have been praised and involved student-staff partnerships and we'd like to carry these on.	EDiC Chair and EDiC	Delivering this during the 2023/24 academic year.	Run these events and evaluate them according to attendance and audience feedback.	

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3. Revamp the promotion communications for academic staff	<p>Change the paperwork and communications sent out by the department regarding academic promotion cycles</p> <p>Consider training for all staff members on the current promotion criteria to avoid misinformation</p>	Misinformation on the promotion criteria is propagated by more senior staff and historical communications in the department, which have prevented individuals from going for promotion earlier.	<p>Athena Swan Champion</p> <p>EDiC Chair</p> <p>HoD</p>	<p>Implement paperwork change before the next promotion cycle (November 2023)</p> <p>Approach central College about running a refresher or clarification for all staff on what the academic staff criteria are and mean.</p>	<p>Feedback on the clarity of the new communications</p> <p>More women putting themselves forward for promotion</p> <p>Run a refresher training session</p>	
4. Achieve Silver Award in Athena Swan	Evaluate actions of previous AS and finish Silver application	--	<p>Athena Swan Champion</p> <p>AS Self-Assessment Team</p>	<p>Staff culture survey and analysis (October/November 2023)</p> <p>Student culture survey and analysis (November/December 2023)</p> <p>Submit draft for review (December 2023)</p> <p>Application Deadline (March 2024)</p>	Attainment of Silver Award	