

EQUALITY, DIVERSITY AND INCLUSION COMMITTEE				
Objective	Priority Rating	Specific Actions	Baseline Data and/or Rationale	Impact Measures
<p>OBJECTIVE 1: ENHANCING AWARENESS OF ATHENA SWAN WITHIN THE DEPARTMENT</p> <p>Specific Objective One: To generate a deeper understanding of AS principles in the Department to ensure continuity of best practice and gender equality</p>	MEDIUM	<p>1.1 Online newly devised Equality &amp; Diversity module to be completed by staff and students.</p> <p>Send email reminders as needed</p>	<p>Baseline Data</p> <p>No prior baseline data available</p> <p>Rationale</p> <p>Knowledge of Equality &amp; Diversity issues helps to maintain and increase awareness amongst staff members by promoting an environment that supports an inclusive department.</p>	<p>Numbers of staff and students completing the E&amp;D module (50% completion by 2026 and 75% completion by 2027)</p>
<p>OBJECTIVE 1: ENHANCING AWARENESS OF ATHENA SWAN WITHIN THE DEPARTMENT</p> <p>Specific Objective One: To generate a deeper understanding of AS principles in the Department to ensure continuity of best practice and gender equality</p>	HIGH	<p>1.3 Raise the profile of female BAME external speakers in our seminar series</p>	<p>Baseline Data</p> <p>In 2022 we purposefully identified two BAME female speakers to attend the series. This represents 20% (see Table 22 in the report).</p> <p>Rationale</p> <p>Purposefully targeting female BAME speakers provides an inclusive role model and represents a diverse group of people.</p>	<p>To increase the number of external BAME speakers at our seminar series in each successive year.</p> <p>From 2023 invite one more successive BAME speaker until we have 40% representation of BAME speakers in our series.</p>
<p>OBJECTIVE 2: CHALLENGING THE GENDER BALANCE IN OUR UNDERGRADUATE COHORT</p> <p>Specific Objective: To ensure that our undergraduate programmes remain attractive to all potential students and increase the diversity of our student population</p>	HIGH	<p>2.2 Extend the invitation for students to attend the staff seminar series, canvass attendance through our student course representatives and our staff-student forums.</p>	<p>Baseline Data</p> <p>No prior baseline data</p> <p>Rationale</p> <p>To create a more inclusive department with opportunity for learning across all staff and student groups.</p>	<p>Students will attend our seminar staff series. Record the number of students attending by course and gender.</p>
<p>OBJECTIVE 2: CHALLENGING THE GENDER BALANCE IN OUR UNDERGRADUATE COHORT</p> <p>Specific Objective: To ensure that our undergraduate programmes remain attractive to all potential students and increase the diversity of our student population</p>	HIGH	<p>2.3 Encourage staff members to think about the intersectionality of our speakers in the wording and targeting of our email invitations.</p>	<p>Baseline Data</p> <p>Athena Swan Student Survey 2022 36% of students reported they had role models they could associate with in the department.</p> <p>Rationale</p> <p>To represent a diverse group of speakers that students can associate with as role models.</p>	<p>Evidence of new text for the email invitation, increased numbers of diverse external speakers (see 1.3 for impact measure) and an increase in the proportion of students reporting roles models they can associate with as measured in our ASSS annual survey in 2023, 2024, 2025 and 2026.</p>