

2023-24 EDI priorities for Department of Earth Science and 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. Bullying and harassment training provision	<p>Report and Support Roadshow for all staff departmental training</p> <p>Tailored session of anti-bullying and harassment training for the department</p>	<p>About 10% answered yes or maybe to experiencing or witnessing bullying and harassment in the staff survey</p>	<p>Sophia Quazi, EDI Coordinator</p> <p>Becky Bell, EDIC Chair</p>	<p>Report and Support session scheduled for Sept 23</p>	<p>Greater awareness of types of bullying and harassment and the support services available</p> <p>Improved survey results on bullying and harassment</p>	
2. Decolonizing the curriculum/ESE	<p>Organise focus group/session with sector expert for relevant staff</p> <p>Contextualise the statues outside RSM</p>	<p>Creating an inclusive learning environment at ESE involved understanding and contextualising it's past</p>	<p>Sophia Quazi, EDI Coordinator</p>	<p>Session organised in Autumn 2023</p> <p>Text and banner about the RSM statues in reception by Dec 2023</p>	<p>More inclusive curriculum</p> <p>Other statues or historical figures in Earth Sciences contextualised</p>	
3. International Day of Women and Girls in Science (IDWGS) fund	<p>Delivery of 2 outreach events</p> <p>Evaluate fund to better align with outreach goals and departmental capacity</p>	<p>Increase number of female students in ESE</p> <p>Increase more diverse student applications to ESE</p>	<p>Sophia Quazi, EDI Coordinator</p> <p>Becky Bell, EDIC Chair</p> <p>Emma Passmore, Outreach Champion</p>	<p>Session delivered in Sept 2023</p> <p>Second outreach event to be delivered Nov 2023</p> <p>Edit and make amendments to IDWGS Fund – 11 Feb 2023</p>	<p>Create great outreach events that can be replicated by other in the dept</p> <p>More female students at ESE</p>	

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4. EDI in Research	<p>Research proposals, CDTs and etc require some form of EDI statement or strategy</p> <p>Ensure a template is online that staff can refer to.</p> <p>Connect research staff to resources to better understand EDI in relation to research</p>	The EDI Coordinator is receiving increased requests to develop EDI strategies for research proposals	Sophia Quazi, EDI Coordinator	List of activities and resources available on website in Autumn 2023	Staff involved in research are empowered and have an understanding of EDI in research contexts	
5. EDI Podcast	EDI podcast was launched in Summer 2023 with the aim of exploring EDI topics	Increase awareness of support and processes related to EDI. First two episodes were about paternity and maternity leave	<p>Sophia Quazi, EDI Coordinator</p> <p>Becky Bell, EDIC Chair</p>	<p>3 episodes about parents recorded in the summer</p> <p>More episodes recorded and collaborators</p>	Greater awareness of EDI related issues, support and processes	