

2025-26 EDI priorities for Department of Aeronautics, submitted by Laura Mainini

Priority	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1. Enhance engagement with the staff community to encourage proactive EDI awareness	Regularly communicating at Departmental Staff meeting. and pulse check on staff awareness. Extend duration of quarterly EDCCI department meetings to capture broader instances, also including students' contributions	Encourage and enhance engagement staff and sense the general community awareness, readiness about actionable patterns related to EDCCI matters	EDCCI co-chairs + HoD	Biannually	Continuous improvement in pulse check scores
2. Raise awareness about support and tools for EDI concerns	Regularly communicating at Departmental Staff meeting and pulse check on staff awareness on tools	Encourage and enhance engagement of departmental staff community on specific EDCCI tools	EDCCI co-chairs + DOM	Biannually	Continuous improvement in pulse check scores
3. Continuous monitoring and action on Equality, Diversity, Culture and Inclusion (EDCI) experience improvement	Exploring and implementing Surveys, schemes and "lessons learnt" sessions from other Dept.	To better understand priorities across EDCCI dimensions	EDCCI co-chairs + DOM	Quarterly or bi-annually	Improved participation, satisfaction, and EDCCI experience.
4. Monitor gender representativeness in taught cohort	Review and baseline against older department stats to inform and update processes in the new (E-SAT) admission cycle	Maintain fair admissions	Director for Admission + HoD + EDCCI co-chairs	Annually	Alignment with benchmarks
5. Enhance engagement with UG and PGT female students	Supporting Women in Aero group and continue running townhalls for female UGs and PhD/PDRAs	We have had an excellent and engaged woman in aero group in previous years, and we want to continue that excellent engagement, involving speakers and support activities	EDCCI co-chairs	Regular events	Attendance and feedback from students
6. Continue to improve female academic numbers in aero	Continue to identify and encourage applications from female academics	While the number of female academics has increased in recent years, including at a senior level, there is still room for improvement at all academic levels.	HoD and other members of recruitment panel	Ongoing as academic positions become available	Proportion of female applicants and appointments
7. Look at recruiting practices for researchers and non-academic staff	Initially look at data for PDRA and technical staff for recruitment – to inform action plan	PDRA and technician data shows that females are especially underrepresented in these categories.	EDCCI co-chairs and actions with DMC	2024-2025 academic year	Improved application and recruitment data across these job groups.