

2024-25 EDI priorities for Department of Aeronautics, submitted by Rob Hewson

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. 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	
2. Maintain 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 women 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	
3. 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.	