

## 2025-26 EDI priorities for Department of Chemical Engineering

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
<b>1. Embedding a clear sense of belonging, respect and understanding</b>		<p>Facilitate sessions of essential EDI trainings (e.g. unconscious bias, active bystanders, microaggression) and monitor uptake by staff and students.</p> <p>Continue to organise 'Staff Mixer' sessions and the Department Rewards &amp; Recognition scheme for PTO, L&amp;T, and Research staff.</p> <p>Departmental 'Culture Day' event</p>	Results from the last staff survey had a positive response rate of 79% to "I'm treated with dignity and respect", which is below the university baseline of 82%.	<p>Co-chairs of EDCC</p> <p>EDCC, DOM</p> <p>Chem Eng Soc, EDCC</p>	Continuous – review summer 2026	Improved positive response rate (>85%) in staff survey
<b>2. Improving female academic staff number</b>	Gender	<p>Review and improve our departmental recruitment adverts and document to emphasise values and inclusive policies.</p> <p>Ensure all recruitment interview panel members complete the selection and recruitment e-learning course and essential EDI training.</p> <p>Improve the support and mentoring of female PDRAs to increase the pool of talented female applicants.</p>	Current female academic staff percentage in the Department is 22%, which is below the university target of 28%.	<p>Departmental executive committee,</p> <p>Co-chairs of EDCC</p>	Continuous – review summer 2026	Increased headcount of female academic staff by at least 1