

## 2024-25 EDI Priorities for Department of Electrical & Electronic Engineering, submitted Spencer Cockerell

| 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) |
|---|--|--|---|--|--|---|
| <b>1. Athena SWAN Bronze Renewal Plan Enactment</b> | As specified in DICE Committee <a href="#">Action Tracker</a>  | It is what we said we would do as part of the Departmental commitment to promoting gender equality   | DICE Chair                              | Five year plan as specified in DICE Committee Action Tracker | As specified in DICE Committee Action Tracker                                      |   |
| <b>2. Embedding DICE in Curriculum</b>              | To review curriculum and determine opportunities for inserting DICE training (e.g. Design Project, Ethics Module)                                | Improve student awareness, engagement and experience   | DICE Chair<br>DUGS<br>MSc Organisers    | Academic Year 2024-25  | Improved content e.g. for IET Accreditation Process                                |   |
| <b>3. Widening Participation</b>                    | Work with WP-WG initiatives  | Class is still a determinant of access, recruitment, opportunity, expectation, attitudes and source of discrimination amongst students; and a barrier to staff recruitment   | DICE Chair<br>Student Wellbeing Advisor | Academic Year 2024-25  | Increase in WP intake  |   |
| <b>4. DICE Event Engagement</b>                     | Organise and advertise DICE related events with regularity, e.g. Maria Petrou Scholar in association with INWED Day, Post-Doc Appreciation Event | To improve culture by creating “calendar” of annual events with designated organisers, schedule and attendees (e.g. as per Peter Lindsay lecture, Gabor lecture)<br><br>To broaden scope of DICE (focus has been first on gender equality, | DICE Chair<br>DICE Committee            | Academic Year 2024-25, and subsequently                      | Increased staff and student, participation and engagement with DICE related events |   |

but other under-privilege groups need representation too)

Attendance at even well-organised and advertised events has been relatively low