2025-26 EDI priorities for Department of Electrical and Electronic Engineering

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1. Athena SWAN Bronze Renewal Plan Enactment	Promoting gender equality	Rationalizing the Athena Swan action plan. Setting up working groups to implement the actions.	More coordinated way to deliver the promises made in the Athena Swan action plan.	DICE chair	5 year plan, this year: Setting up working groups. Collecting data by WGs for benchmarking. Action plans by WGs based on benchmarks.	Benchmarks statistics available. Action plans defined.
2. Embedding DICE in the curriculum	Promoting understanding of engineers' EDI responsibilities within their professional practice.	Streamlining the currently disconnected initiatives into a coherent theme that spans all four years of the undergraduate degree, while exploring opportunities for provision at postgraduate taught and research levels.	To ensure a more coordinated approach that fosters an inclusive mindset from the very start of the degree.	DICE chair DUGS DPGS Course leaders	Long term. For this year: Major change: Dec 2025 Minor changes: Jan 2026 PGR, PGT benchmarking: July 2026	Combined final year Ethics and Portfolio module Rationalised approach of EDI principles related to yr 1 -> 3 design projects Identification of strengths and weakness in other provisions.
3. Support for underrepresented groups.	Continuing work to support the WP cohort. Starting work on other minority groups e.g. BAME	Implementing and improving the initiatives to support the WP community. Set up WG and appoint BAME champion	Last year's actions were very successful with most WP students passing exams and progressing. We have a increasing black heritage population of students. Initiatives implemented to ensure they feel included. Needs to be led by someone with lived experience.	SWA & DDO DICE chair	Long term, for this year: Establishing program that can be maintained. Establishing continuation of peer support Start of BAME champion & build WG. Establish aims and action plan.	Continued positive progression outcome. Clear line of peer support for 26-27 Active WG

| 4. Department culture | Inclusive Culture & Belonging.

Respect & Dignity. Recognition & Appreciation.

Consent & Boundaries.

Wellbeing & Psychological Safety. | Awareness campaigns via posters & leaflets, thank you boxes and cards.

A calendar of DICE activities to support these campaigns and were possible are aligned with College initiatives (e.g. black history month, PostDoc celebration week, etc....)

Improved on-line information for recruitment & promotion processes and encouragement to complete training in EDI related matters.

Setting up approaches to evaluate success. | By using visible initiatives such as posters, leaflets, and thank-you boxes, and aligning activities with College-wide events, we aim to create consistent touchpoints that reinforce EDI values throughout the year. This coordinated approach helps embed these principles into everyday practice and strengthens engagement across staff and students. | DICE chair

DICE topic champions

Department Resource Manager | Long term, for this year: Consent posters in toilets in department. Leaflets to be organised. Thank you boxes implemented (Dec 2025).
Respect initiatives to be defined and implemented in Spring term.

Calendar made – initiatives being developed. Aim to implement at least 70% of the initiatives in calendar.

On-line information and processes improved. | Increased staff and student, participation and engagement with DICE related events

Improved staff and student satisfaction based on currently available questionnaires (staff and student surveys) |