

2025-26 EDI priorities for Department of Earth Science and Engineering, submitted by Sophia Quazi

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1. Athena SWAN Silver Award	Gender equality Intersectionality	Assemble SAT and complete the application	Last application was in 2021 and was at bronze level.	EDI Coordinator and Athena SWAN Self Assessment Team	Start summer 2025 and submit the application July 2026	Successfully awarded silver.
2. Bullying and harassment	Bullying and harassment Training	EDI refresher training before UG fieldtrips Increase awareness of reporting structures for students Bespoke flowchart and training for key staff members who manage student/staff disclosures More sessions about microaggressions	Improve response rate of bullying and harassment questions in survey 2024 College survey only 73% answered favourable to B&H question. 86% of students answered favourable in 2023 Improve awareness of bullying and harassment procedures for students Address common issues that appear for students during fieldtrips	EDI Coordinator Senior Tutors Resources	Spring and summer term 2026 to deliver training for UGs before field trips EDI featured at all student inductions Sept/Oct 2025 Develop flowchart and schedule bespoke training date by the end of 2026	Improve response rate of bullying and harassment questions in survey
3. Contextualising the Curriculum	Decolonising the curriculum	Joint project between ESE and Materials Work Plan (WP) 1 – audit of current curriculum through surveys and focus groups	Improve sense of belonging among students and staff regarding the curriculum	Valentin Laurant Sophia Quazi Colleagues from Materials	WP 3- January 2026	Identify key gaps in the curriculum Good bank of underrepresented historical figures to curriculum

		WP2 – diversify content and develop an optional module	This is ongoing from the feelings reported from staff and students in the History Working Group report			Good level of buy-in from both departments Implementation of CtC module.
4. Inclusive Fieldwork	Consistently evaluate fieldwork practices and provide training to address equality issues that happen within the field	Continued refresher training for 1 st and 2 nd years Fieldwork induction course in collaboration with EdTech – there is a section on inclusion Regular discussions in EDIC Committees and notes of good practice and areas for improvement	This is an area that can be intimidating for incoming students Many barriers for female and disabled students	Fieldwork leaders EDIC Committee	Recording of content in November 2025 Content finalised and delivered in spring/summer 2026	Consistent or increase response rate from students feeling supported in the field