

## 2025-26 EDI priorities for Department of Metabolism, Digestion and Reproduction, submitted by Joanna Thompson

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
<b>1. Facilitating the progression of women in academic positions</b>	Gender	1.3 Invite and encourage ECRs to pitch ideas for funding to the MDR Research Committee. Follow-up support in the form of application proofreading and mock interviews. Focus these actions on key funding schemes available and operate quarterly.	<p>1.3 Actively support the development of ECRs, newly recruited Lecturers/Fellows, and mid-career female academics within the Department.</p> <p>Current satisfaction of female Postdocs &amp; Fellows with opportunities for development and growth is 58% favourable (CSQ28 – 58%F:67%M).</p>	<p>ECR Champions</p> <p>MDR Research Manager</p> <p>In collaboration with PFDC/ECRI</p>	Promote support offered by MDR Research Committee (e.g., newsletters and targeted ECR emails). Grant writing and support workshops (ongoing process) to be arranged. These will also show successful applications from ECRs who will talk about what helped them apply.	Increase ECR satisfaction with opportunities for development and growth to 70% in Departmental Culture Survey by 2029.
<b>2. Improving staff support, development, and mentorship</b>	Disability or neurodiversity Ethnicity or race Gender	2.1 Develop communication plans around the benefits of the ARC process, signpost resources and briefing sessions available within the University, and actively encourage female staff to discuss career development opportunities.	<p>2.1 Ensure yearly appraisal meets its target of supporting staff development.</p> <p>The current ARC return rate is 38% (87F:46M) during first-round transitioning from PRDP to ARC (July-Sept. 2024).</p>	<p>ARC Champions</p> <p>Communication Champions</p> <p>In collaboration with POD</p>	<p>Webinars on topic starting from March 2025 before our second ARC cycle.</p> <p>Extend the ARC period from 3-months (July-Sept) to 6-months (May-Oct).</p> <p>Pulse survey is currently being launched to identify feedback around the ARC process and focus groups to determine the benefits of ARC and career development discussions.</p>	<p>Demonstrate a year-on-year increase in staff recorded as having an ARC with the target to achieve a 50% increase by 2027.</p> <p>Surveys after each ARC cycle to increase the percentage reporting this as a useful development tool to 80% by 2029.</p>

<b>3. Career Support of PTO staff</b>	Disability or neurodiversity Ethnicity or race Gender	3.1 Hold a Department PTO staff Development Day to explore issues and team building, advertise University-wide networking opportunities (e.g., technician networking events).	3.1 72% of MDR's PTO staff are female and therefore it is important that more is done to provide support in terms of career progression and job satisfaction for this group of staff.	PTO Champions, Department Manager  In collaboration with POD	Hold the first Department PTO staff Development Day by the end of 2025, and then every 2 years based on feedback. This will review barriers to progression and include POD to provide development and support.	Increase PTO staff satisfaction with opportunities of learning and development to 61% (all staff) in Department Culture Survey by 2029.
<b>4. Enhancing staff wellbeing, belonging and inclusion</b>	Mental health and wellbeing	4.4 Facilitate the integration of new staff starters in the Department, encourage local events and social gathering (e.g., Division Away Day, postdoc symposium to showcase their work, leavers talk for PhD students), improve notifications of events locally (e.g., divisional newsletters) and across the department.  4.7 Monitor and review annually the staff handbook and induction process	4.4 Ensure that staff and students feel like they belong in the Department and their contributions are valued.  4.7 Ensure all staff receive up to date and relevant information when they join the Department.	Recruitment, Induction, and Probation Champions  Communications Champions  Heads of Division/Section  DM and Marketing and Communications Manager	Welcome email from HoD and Director of Operations and link to staff handbook to be sent to all new starters from January 2025.  Annually	By 2029, increased proportions of staff, in particular female Postdocs & Fellows feeling recognised and valued to equal to all male staff 70%.  Include a question in the next Culture Survey about experience of induction process