2023-24 EDI priorities for Department of Aeronautics

Submitted for October 2023 meeting of the College EDI Forum, by Robert Hewson and Li Qianqian

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)
1. Recruit more female academics	Advertise through national and international women networks. Reach out proactively to potential applicants	Only recently promoted first female professor.	HoD Head of institute Search panel chair	As new positions become available	Increase in female academics, KPI measures still to be discussed at Department Management Committee. However 1 new female prof and 1 reader recently appointed.	
2. Seek better data on race vs progression / classification	See if we can get better data than we already have. Use data to inform a plan	Concerns about continuation of black students	Aero EDCCI co-chairs	Collect data and if required draft action plan to DMC by Jan 2024	Improvement in data if bias or statistically significant differences are observed.	