2023-24 EDI priorities for Department of Surgery and Cancer

Submitted for October 2023 meeting of the College EDI Forum, by Christopher Peters

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. Improved Male Female rations (Clinical and Non clinical)	Audit job adverts for language Academic Women's Association Women in Academic Medicine Search Committee approach for new recruitment. Mixed Gender panels Review Promotion process Monitor Speaker Gender	Data shows good gender balances at early career stage but then drop off as careers progress.	HoD Senior Management Board Divisional Managers	Continuous- review Summer 2023.	Increased proportion of female clinical academic (by 15%) Increased proportion of female clinical and non-clinical academic staff	In process of analysing data for AS Gold application. Some signs of success.
2. Improving Departmental Communicaiton	Capture outreach activities better. Departmental Webinars. HoD Q&A sessions HoD Post Doc Q&A Sessions Departmental Newsletter Virtual Suggestion box (Anonymous or Attributed)	Historical data suggested poor visibility of previous leadership and lack of transparency.	HoD Senior Management Board Divisional Managers C&E Committee Coms Manager	Started in 2020 and ongoing. Review in Departmental Staff Survey Summer 2023	Improved staff feedback in Departmental Surveys.	In process of analysing data for AS Gold application. Signs of improved staff perception of communication and accessibility of HoDs.
3. Improved Staff Support, Development and Mentorship	Revised ARCP process. Exit interviews Monitor uptake of parental leave. Promote parental leave.	Surveys historically show staff feel lack of support to develop careers.	C&E Committee	Started in 2020 and ongoing. Review in Departmental Staff Survey Summer 2023	Improved staff satisfaction on surverys. E.G. Department induction to 85%	In process of analysing data for AS Gold application.

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	Improve staff support with targeted webinars.				90% PRDP Completion. Increase Mentees by 10%	Survey results show satisfaction levels beating college averages.
4. Improve Taught course Gender balance	Analyse data on applications and enrolment. Analyse data on grade attainment. Make sure Open days Gender balanced in terms of speakers.	Some courses have male predominance in terms of students.	Education Committee. C&E committee	Started in 2020 and ongoing. Review data Summer 2023	Improved gender balance on taught courses.	In process of analysing data for AS Gold application.
5. Beacon activities	WiAM AWA BMJ Open paper Massive levels of outreach to schools with historically low levels of applications to Medical School Founder member of iWin (International Women in ITU group). Webinar Q&As with HoDs. Supporting of other university departments with their first AS applications.					