

# Equality, diversity and inclusion

—  
How to steer EDI  
actions and measure  
our success?

Case study

Contact: [ida.salin@aalto.fi](mailto:ida.salin@aalto.fi)



Aalto-yliopisto  
Aalto-universitetet  
Aalto University

# Why EDI matters?

- For organizations, EDI is a key component of success on a global scale (Forbes)
- Diverse organizations exceed their financial targets and perform highly (Gartner)
- Heightened creativity and encouraged search for novel solutions
  - Positive influence on research (Nielsen et al., 2018)
- Superior team performance and novel problem solving (Bourke, 2016)

# **As an equal, diverse and inclusive Aalto University:**

- 1. We appear as an attractive community for diverse students and employees.**
- 2. We treat every applicant equally in recruitment and student admissions, and we evaluate work fairly with transparent criteria and evaluation methods that minimize bias.**
- 3. We support wellbeing and professional growth of all our students and employees, and we offer employees' opportunities for personal development and career advancements based on their academic and/or professional qualifications.**
- 4. We all contribute to our daily encounters with colleagues, students, faculty, staff, partners and collaborators to an inclusive culture and community where all members with diverse backgrounds feel welcome and safe, and get their voices heard.**
- 5. We are committed to identifying and removing any discrimination in our structures and practices and continuously develop an inclusive culture.**

# EDI Development

The Aalto University Equality, Diversity and Inclusion (EDI) Plan defines the ways in which the university promotes the equality, diversity and inclusion of the Aalto community: current state, recent development and development plans for the three-year period 2022-2024.

## EDI focus areas:

1

**Building EDI capabilities**

2

**Fostering inclusive learning experiences**

3

**Developing equal people processes & practices**

4

**Strengthening a data-driven operating model**

5

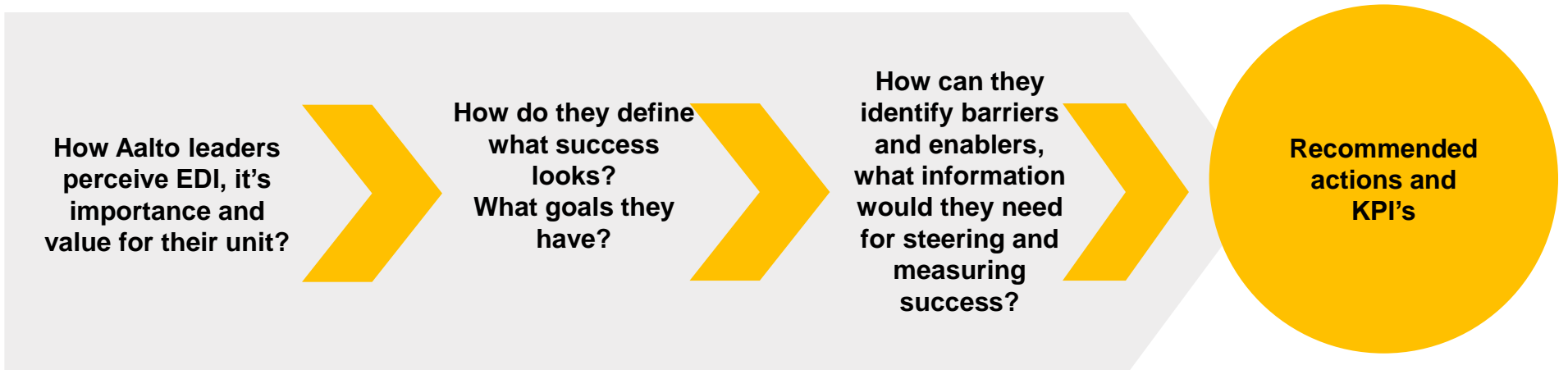
**Promoting accessibility & barrier-free environments**

➔ **yearly concrete EDI action plans for the university and each school**

# EDI Development 2022-2024

	Building EDI capabilities	Fostering inclusive learning experiences	Developing equal people processes & practices	Strengthening a data-driven operating model	Promoting accessibility & barrier-free environments
CONTINUOUS DEVELOPMENT	<ul style="list-style-type: none"> <li>• EDI awareness</li> <li>• EDI competency building</li> </ul>	<ul style="list-style-type: none"> <li>• Attracting diverse students</li> <li>• EDI collaboration with AYY and student guilds</li> </ul>	<ul style="list-style-type: none"> <li>• EDI practices in recruitment and onboarding processes</li> <li>• Mentoring and support in career paths</li> <li>• Equal pay</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring progress at all levels</li> <li>• Processes for reporting inappropriate conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Barrier-free campus</li> <li>• Digital accessibility</li> <li>• Accessible studies for all</li> </ul>
SPECIFIC DEVELOPMENT AREAS	<ul style="list-style-type: none"> <li>• Psychological safety and inclusive communication</li> <li>• Inclusion of international employees and students into Aalto and Finland</li> <li>• Inclusion of diverse minorities</li> </ul>	<ul style="list-style-type: none"> <li>• Inclusive teaching, supervising and learning practices</li> <li>• Equality and consistency of PhD supervision</li> </ul>	<ul style="list-style-type: none"> <li>• Holistic wellbeing in diverse life situations</li> <li>• Diversity of university management &amp; service personnel</li> </ul>	<ul style="list-style-type: none"> <li>• FINEEC audit of EDI activities</li> <li>• Utilizing research and benchmarking</li> <li>• Strengthening EDI data and analytics</li> </ul>	<ul style="list-style-type: none"> <li>• Digital accessibility: SISU, open-access materials and events</li> </ul>

# How to steer EDI actions and measure our success?



# Data and information to students

- Aalto strategy
- EDI plan 2022-2024
- Schools's EDI plans
- Horizon GEP ideas for data and measurement
- Aalto and schools' D&I statistics 2022

## 5-6 Interviews

1. Dean
2. CS head of department / vice head of department
3. 3 development managers / EDI committee chairs responsible for EDI development at School
4. *Provost / CHRO*