

# ACTION PLAN

## GENDER EQUALITY, INCLUSION AND DIVERSITY (GEID)

GOALS	ACTIONS			
GENDER BALANCE	YEAR 1	YEAR 2	YEAR 3	YEAR 4-5
	<p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>• Training in avoiding unconscious bias in recruitment</li> </ul> <p><b>Data</b></p> <ul style="list-style-type: none"> <li>• Establish baseline to track trends in gender composition of staff</li> </ul>	<p><b>Gender Equality, Diversity &amp; Inclusion Committee</b></p> <ul style="list-style-type: none"> <li>• Training in unconscious bias</li> </ul> <p><b>Data</b></p> <ul style="list-style-type: none"> <li>• Data collection and tracking of gender composition</li> </ul>	<p><b>Recruitment Staff</b></p> <ul style="list-style-type: none"> <li>• Training in unconscious bias in recruitment</li> </ul> <p><b>Data</b></p> <ul style="list-style-type: none"> <li>• Data collection and tracking continue</li> </ul>	<p><b>Admission staff</b></p> <ul style="list-style-type: none"> <li>• Training in unconscious bias in admission</li> </ul>
INCLUSIVE CULTURE	<p><b>Gender Equality, Diversity &amp; Inclusion Committee</b></p> <ul style="list-style-type: none"> <li>• Dialogue meetings with Curriculum review committee - regarding guidelines for lecture series</li> <li>• Dialogue meetings with Students - regarding support for students with children and students who experience sexism/discrimination</li> <li>• Dialogue meeting regarding language policy</li> </ul> <p><b>Facilities</b></p> <ul style="list-style-type: none"> <li>• New, gender-inclusive signs for toilets (non-binary)</li> <li>• Voluntary inclusion of gender pronouns in e-mail signatures &amp; website information</li> <li>• Diaper changing stations</li> </ul> <p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>• Training in inclusive meeting culture</li> </ul> <p><b>Communications</b></p> <ul style="list-style-type: none"> <li>• Communicate actions internally at the school</li> </ul>	<p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>• Training in sexual harassment/bystander training</li> </ul> <p><b>Gender Equality, Diversity &amp; Inclusion Committee</b></p> <ul style="list-style-type: none"> <li>• Making room for voluntary initiatives</li> </ul>	<p><b>Selected students and staff</b></p> <ul style="list-style-type: none"> <li>• Bystander training</li> </ul> <p><b>Gender Equality, Diversity &amp; Inclusion Committee</b></p> <ul style="list-style-type: none"> <li>• Making room for voluntary initiatives</li> </ul>	<p><b>Voluntary student and staff</b></p> <ul style="list-style-type: none"> <li>• Bystander training</li> </ul> <p><b>Gender Equality, Diversity &amp; Inclusion Committee</b></p> <ul style="list-style-type: none"> <li>• Making room for voluntary initiatives</li> </ul>