

Equality and Diversity Statement

The CDT-ISM values and welcomes diversity in its activities. We recognise that patterns of under-representation and differences in outcomes can be challenged through positive action programmes.

The equality and diversity objectives of the [Universities of Glasgow](#) and [Edinburgh](#) are embedded within our ethos and activities.

We highlight the following objectives as examples of positive actions we employ to promote equality and diversity:

- Selection interviews will normally include gender diversity in the assessment panel and a student peer observer.
- CDT activities, such as conferences, colloquia and the taught programmes will seek gender diversity of participants during planning to encourage diversity of representation. See Addendum 1 for a description of the processes to promote equality and diversity in CDT-ISM conferences and colloquia.
- Flexible-learning and working models will be encouraged to support staff and students with disabilities or caring responsibilities.
- Student Equality and Diversity champions provide feedback on Equality and Diversity to the CDT-ISM management.
- All staff and students take compulsory Equality and Diversity training.
- Equality and Diversity monitoring will be open and transparent and encourage student participation.

Appendix 1: Conference Organisation

The CDT-ISM conference and colloquium programme will encourage diversity in the programme of speakers and dissemination. We aim to achieve programmes and attendance at all levels of seniority that reflect, on average, the diversity of CDT-ISM students and researchers in sensing and measurement. We will employ the following processes to monitor and encourage diversity:

- There will be a conferences and colloquium committee (CCC) composed of
 - Two academic members of staff
 - Three or more student representatives. We will encourage student representation of the Protected Characteristics¹. Normally this will mean the student membership will include more than one gender.
- The CCC is responsible for applying the mechanisms herein that aim to achieve an appropriate gender and geographical balance
- The CDT-ISM will maintain an online database of presenters and possible presenters that includes
 - Monitoring of gender² and geography³ for

¹ The protected characteristics are age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity

² Assumed gender is based on given name

- Invited/plenary/keynote speakers
- Session chairs
- Contributed presentations
- Long list of possible speakers
- Mailing lists for dissemination will be monitored for possible gender bias
- Assessment of whether each conference and colloquium theme is appropriate for achieving long-term gender balance.
- For each conference or colloquium series there will be a committee of at least one academic staff and two students (for both CDT and student-driven conferences). This committee will be subject to the above policy and would, as far as is possible, include gender diversity.
- Student members of CCC will have real-time access to the database.

The role of the student members is to canvass and reflect the opinions of the CDT-ISM student cohort and the wider community of CDT-ISM collaborators throughout Glasgow and Edinburgh Universities. This will normally involve sharing information about contents of the database, such as subject areas and proposals for speakers. The contents of the conferences and colloquium database may include confidential information and opinion and should not be broadcast or further distributed by the student members of the CCC. The exception to this is the Provisional Programme section, which will not contain confidential information.

³ The CDT-ISM aims for similar levels of activity across Glasgow and Edinburgh Universities and with national and global interaction.

EPSRC Centre for Doctoral Training in Integrative Sensing and Measurement
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