

This document presents an action plan to promote AeroSoc as a society where Diversity and Equality are the foundation to a healthy student group dynamic. Because we are the Engineers of the near future, it is our responsibility to ensure these principals are respected. A marketing campaign for Equality and Inclusion-related themes allocated to each month has been included. Themes range from a Women in Aerospace Month, to a LGBTQIA+ month and a Mental Health Awareness month. Our members are asked to actively participate in a range of equality-related activities throughout the year, that not only give visibility and voice to minorities in the Aerospace industry, but also create a safe space for minority students.

As part of the action plan, the objectives set by the last committee were determined to be largely successful. Continuation of the EDI Spotlight events and the addition of more collaborative social events that reflect the EDI monthly themes form the basis of this years' action plan. The seamless integration of educational campaign aspects with spaces to celebrate individuals will transfer inclusivity from academic settings to wider social situations. The addition of varied price-point events and merchandising are added to represent students from a variety of economic backgrounds.

Creating a Platform for Minorities in the Aerospace Industry

To give minority individuals a voice in the student community and create a network of minority Engineering students, we will work with the ILO to bring Bristol alumni guest speakers from a diversity of backgrounds. Using the society's social media platforms (particularly Instagram), the stories of various personalities and Aerospace-related individuals will be shared. These people were chosen based on the monthly society theme, to raise awareness to the specific issues faced by certain minorities.

Creating a Safe Space

Equality driven socials, such as Women in Aerospace nights or an LGBTQ+ gathering, will take place throughout the year (mainly following the assigned monthly themes). These will help create a sense of community amongst minority students. Using the society's social media platforms (particularly Instagram), University help lines and networks will be regularly promoted.

Helping the Community

AeroSoc will develop a yearly partnership with a Charity non-profit company with high impact in the local Bristol community. Fundraising events throughout the year will be organized and profits will go towards the chosen company. Awareness of this company's cause will be raised in AeroSoc's social media, with dedicated posts and website page with links for fundraising.

For more information contact AeroSoc's Equality Officer: ge20228@bristol.ac.uk, Aneesa Sattar or visit AeroSoc's website.

This Equality Plan is meant to be reviewed by the new AeroSoc committee **every year**.

Last revision: November 2023

Next revision: November 2024