

UKERC 24-29

Equity, Diversity and Inclusion Plan

Introduction

UKERC aims to foster an inclusive culture that promotes equity, values diversity and maintains an inclusive working and social environment in which the rights and dignity of our staff, researchers, students, partners and stakeholders are respected.

To be a truly inclusive organisation, commitment to Equity, Diversity and Inclusion (EDI) must be active and ongoing.

The purpose of this plan is to outline key activities that we will undertake to ensure that we uphold our commitment to EDI. It should be noted that as UKERC is not a legal entity and is instead a research collaboration between multiple academic institutions, each influenced by their own EDI policies as well as those of UKRI, the aim is to reinforce, support and go beyond those procedures if appropriate.

UKERC 2024 – 2029 has a strong focus on career development and EDI. The EDI Plan will be overseen by the EDI Deputy Director, Caroline Kuzemko, with delivery led by the Operations Manager and Engagement Manager. The team will collectively report on progress to the Management Board, Advisory Board, and UKRI as required.

The plan implementation is the shared responsibility of all UKERC researchers and staff. Progress will be monitored by the EDI Sub-committee (made up of volunteers from across the consortium), and operational support will be offered by the HQ team.

There are five key areas we will focus on throughout the duration of the phase, these are:

- **Annual EDI goals**, which will specify EDI actions and associated responsibility to drive work forward, and track progress. The Deputy Director will champion this work and hold UKERC's leadership team to account for progress.
- **Data collection** to facilitate monitoring and evaluation of progress.
- **Events and training**, delivered as a consortium and in collaboration with other organisations, with activities encompassing the ECR conference, EDI development workshops, our inclusive writing retreats, and workshops focusing on skills, such as how to write successful bids and impact training.
- **The Whole System Networking Fund**, which allocates funds to new projects from across the energy research community, increasing participation and providing an opportunity for ECRs to lead small research projects on diverse topics.
- **Collaboration with other organisations**, from across the energy sector to develop and share EDI expertise.

Overarching plan for UKERC 2024-2029

UKERC's EDI plan for 2024-2029 will include a number of known initiatives and activities that will be delivered on an annual basis. These activities will be supplemented by new targeted activities as outlined in our annual EDI goals which will be refreshed at the beginning of each academic year. By refreshing these goals annually, we can ensure that we are drawing on the most up to date knowledge, relationships, and best practice.

The annual activities that we will contribute to/participate in are:

- Convening the EDI Committee on a termly basis
- Hosting an EDI workshop
- Participating in the ECR Conference
- Delivering one targeted training activity per academic year
- Collating our EDI data on an annual basis
- Delivering biennial writing retreats

Proposed EDI goals 2024-25

The EDI goals below identify initiatives and activities that will be undertaken in the academic year 2024/25.

Key individuals in the delivery of the plan will be the Operations Manager (OM), Engagement Manager (EM), Communications Manager (CM), Deputy Director for EDI (DD), the EDI Committee (EDI Com), and the Management Board.

Organisation and governance

Goal	Owner	Deliverable	Start date	End date
Meet with Deputy Director for EDI to establish ways of working	OM	Meeting to discuss plans and ways of working	Sept 2024	Oct 2024
Identify deputy research leads and agree ways of working	MB/CM	Co-leads identified with ways of working agreed	Jan 2025	Jan 2025
Recruit EDI Committee with members representing diverse demographics	OM/DD	List of members who have volunteered to participate	Jan 2025	Mar 2025
Table EDI as item at Management Board meetings twice in the year	DD	EDI tabled as item twice in academic year	Sept 2024	Aug 2025
Recruit an EDI Champion and explore ways to pay them for their time	OM/DD	Recruited an ECR EDI Champion	Sept 2024	Aug 2025
Convene EDI Committee meetings	OM/DD	Hold EDI Committee meetings aligned with terms	Mar 2025	Aug 2025
EDI statement for recruitment and funding calls	EDI Com	Wording and channels to communicate job adverts and funding calls	Mar 2025	Aug 2025
Review, amend and approve EDI documentation	EDI Com	Approved documents published on website	Mar 2025	Aug 2025
Draft EDI goals for academic year 2025/26	EDI Com	List of approved goals for academic year 2025/26	June 2025	Oct 2025

Communications and outputs

Goal	Owner	Deliverable	Start date	End date
Undertake an accessibility audit of UKERC outputs	CM/OM	Outputs that meet best practise in accessibility	Sep 2024	Jun 2025
Include deputy research lead information on the website	CM	Co-leads listed on the website along with new item introducing the role	Jan 2025	Mar 2025
Create a short inclusive event checklist to share with teams when planning activities	CM/EM	Short checklist – to include forward planning and giving plenty of notice re: events	Mar 2024	Aug 2024
Develop a speaker policy that proactively considers diversity and inclusion, posting it on the website	CM/EDI Com	Speaker policy published on website and in use	Mar 2024	Aug 2025
Update the Communication Strategy to ensure it reflects UKERC's EDI commitments	CM/OM	Updated list of comms contacts	Mar 2024	Aug 2025
Explore with other UKRI entities the development of a diverse speakers list for energy academics, similar to that published by Energy UK	DD/OM	Decision re if this is something to go ahead with, with plan re how to proceed. Ensure conferences and assemblies organised well in advance.	June 2025	Aug 2025

Capacity building and training

Goal	Owner	Deliverable	Start date	End date
Recruit ECR Committee members	EM/OM	List of ECRs who have volunteered for Committee	May 2025	Jun 2025
Recruit an ECR Chair	ECR Com	Nominated chair	Jul 2025	Jul 2025
Invite ECR Chair to Management Board Meetings	OM	ECR Chair invited to attend Management Board meetings	Jul 2025	Jun 2027
Ensure at least one ECR is on all activity steering groups	HQ Team	ECRs contributing to all steering groups	June 2023	NA
Deliver EDI training activity	OM	Training session delivered	Jun 2024	Aug 2025
Lead on/contribute to two career development activities for various demographic groups	HQ Team	Two activities delivered in the year	Sept 2024	Aug 2025
Convene/co-host annual meeting with other groups and consortia active to identify best practice and share learnings	DD/OM	One meeting with other entities to share plans and knowledge	Feb 2024	Aug 2025

Data collection and analysis

Goal	Owner	Deliverable	Start date	End date
Explore feasibility of collecting anonymous EDI data to develop baseline for UKERC5	OM/HQ	Decision regarding possibility of obtaining anonymous data, if it can be achieved to obtain EDI data for academic year 2025	May 2025	May 2025
If anonymous data is not possible, to explore with other UKRI funded energy/EDI centres, the feasibility of collaborating on EDI data collection and analysis	OM/EDI Com	Decision to collaborate on EDI data collection and analysis	May 2025	Aug 2025

Building an inclusive research culture

Goal	Owner	Deliverable	Start date	End date
Communicate UKERC's EDI activities and progress	CM/OM	Develop two case studies/outputs that communicate EDI activities	Sept 2024	Aug 2025
Develop list of fully inclusive venues	HQ Team	All events fully accessible and inclusive	Sep 2024	Aug 2025
Engage with the wider energy research community to identify topics, criteria and audiences for the UKERC5 WSNF	OM/EM	Delivery of an online survey and associated event to engage the wider energy community	Apr 2025	Sep 2025
Include EDI as a field on all funding call applications	OM / UKERC Director	Include an EDI field on the new partners and WSNF calls	Jan 2025	Ongoing
Ensure that project teams include a mix of individuals from a broad range of backgrounds and expertise	OM / DDs	Project teams are comprised of individuals representing a broad range of backgrounds and expertise	Mar 2025	Ongoing