

UKERC 24-29

EDI Goals 2026

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 and the goals it details 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 EDI Committee, 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 against EDI objectives across the consortium.
- **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, co-ordinate, and share EDI expertise and experiences.

Overarching plan for UKERC 2024-2029

UKERC’s EDI plan for 2024-2029 includes a range of 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.

The 2025-26 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

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With most of the 2024/25 goals complete, the work undertaken has established the foundations for the current year’s programme. As a result, it does not require replication, having led to governance, processes and actions that are now embedded and continue to be delivered.

The EDI goals below identify initiatives and activities that will be undertaken in the academic year 2025/26.

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.

Goal	Owner	Deliverable	Start date	End date
Events & training: Continue to engage energy research community and deliver full consortium EDI training activity				
Events & training: Lead on/contribute to two career development activities for various demographic groups				
Collaboration: Convene/co-host annual meeting with other groups and consortia active to identify best practice and share learnings.				
Data: Undertake anonymous data collection for entire consortium.				
Communications: Raise the visibility of UKERC’s initiatives and				

progress on EDI activities in at least two news items.				
Communications: Develop an EDI toolkit that can be shared on the UKERC website and incorporates principles of AREA.				
Capacity building: Allocate WSNF funding to appropriate projects, and support process of embedding new ECRs into themes and research areas.				
Capacity building: Work with WSNF awardees to ensure they can maximise impact of UKERC funding through networking and engagement with UKERC academics.				

