

Supergen Energy Storage **Network+**

Equality, Diversity, and Inclusion Strategy

Supergen



| Energy Storage

Equality, Diversity, and Inclusion (EDI) is a fundamental principle of the Supergen Energy Storage Network+. Our EDI vision is to enable **all** to contribute to the formation and delivery of the Supergen Network+ targets.

- The Supergen Network+ promotes and enables an EDI consciousness throughout all the aspects of the Supergen Network+, such as management and participation of stakeholders.
- The EDI action plan is flexible and evolutionary, since it should reflect the energy storage (ES) community's needs, which are to be investigated and evidenced. It will be continuously updated.
- The Supergen Network+ will be mindful of EDI in everything and it does ensure that as diverse of a group of stakeholders is communicated and engaged with.
- The Supergen Network+ understands, values and welcomes the contribution of everyone irrespective of gender, age, race/ethnicity, gender reassignment, marital status, pregnancy and maternity, sexual orientation, physical ability, those with caring responsibilities, religion and belief, socioeconomic status, and approaches to work (including those relating to cultural differences) across the disciplines involved in ES.
- The Supergen Network+ has clear leadership of EDI, with the formation of a diverse EDI working group and Dr Sian Dutton designated as the EDI Chair supported by Deputy Director Professor Jihong Wang.

EDI approach

The Supergen Network+ will undertake the following approach:

- Identify ES stakeholders and their needs (a work package has been dedicated to achieve this).
- Develop an action plan to address the most relevant EDI needs of the ES community.
- Monitor the success of the EDI action plan, and evolve these based on the findings of the monitoring.
- Ensure EDI consciousness throughout all the aspects of the Supergen Network+. For example, have a dedicated funding call to promote an underrepresented group.

Principles of behaviour

- We make our work visible, transparent and open to feedback.
- We collectively shape our roles and vision for the Supergen Network+.
- We each contribute a unique perspective, and value categories of difference and intersectional perspectives.
- We recognise our responsibility as role models and exemplars for leaders and leadership.

Action Plan

1. Identifying the needs of the ES community with respect to EDI.

The identification of the needs of the ES community with respect to EDI will be addressed by undertaking a cultural audit. This task comprises the following sub-tasks.

- Review of best practice in cultural audits.
- Liaison with other Supergen Hubs/Networks interested in collaborating on the audit.
- Development of an audit method, which is consistent with the monitoring method for the purposes of developing a baseline.
- Allocate resources and implement the audit tasks.

2. Understanding EDI

To promote and enable an EDI consciousness, we propose to undertake a number of activities focussed on an evaluation of:

- Best practice for EDI with respect to planning and delivery of flexible funding;
- Best practice for EDI with respect to engagement with a wide variety of stakeholder groups for the development of an ES community;
- The Supergen Network+ project manager Dr Antzela Fivga and the EDI chair Dr Sian Dutton will attend events to either gain best practice or disseminate our EDI approach to others.
- Guidance from government bodies and other Supergen Hubs/Networks.

3. Embedding EDI

In order to promote and enable an EDI consciousness throughout all the aspects of the Supergen Network+, we will:

- Achieve improved diversity in the membership of management, advisory, and working groups with the Supergen Network+;
- Raise awareness of and take steps to remove the impact of unintentional bias in processes and behaviours;
- Ensure that flexible funding implementation and review is not influenced by the gender of the applicant or by other protected characteristics;
- Promote flexible working and diversity;
- Ensure inclusivity on networking activity planning, delivery and evaluation;
- Understand the makeup of the research community to identify underrepresented groups.

EDI Action Plan, updated annually

Objectives	Actions
Achieve improved diversity in the membership of management, advisory, and working groups of the Supergen Network+	To manage appointments to achieve at least 30% of the under-represented groups on each Supergen Network+ group.
	Membership of groups will be reviewed annually, with agreed mechanisms for re-balancing (if required) to be agreed by the EDI working group
	Develop appropriate targets –informed by data –for the ethnic balance across funding awards and referee pools.
	Check that investigators and working group members have undergone bias and diversity training
Ensure that flexible funding implementation and review is not influenced by the gender of the applicant or by other protected characteristics	Make sure that funding referee will have undergo diversity training
	Targeted funding to promote underrepresented groups
	Referee pool will include 30% of the under-represented groups.
	The final award of the flexible funding will be decided by the management board to avoid unintentional bias from referee pool.
Promote flexible working and diversity	Travel grants will be available for short exchanges in other laboratories, businesses, or government

	<p>departments to promote engagement across these stakeholder groups, at all levels of the ES community.</p> <p>Geographical locations and timings for events will be continuously rotated to allow for accessibility across the ES community.</p>
Ensure inclusivity on networking activity planning, delivery and evaluation	<p>Review the diversity profiles of speakers for all our events for gender, ethnicity and age and will continue to ensure that diversity is a primary criterion for selection of speakers, alongside suitability to the event.</p> <p>To manage speakers selection to achieve at least 40% of the under-represented groups</p>
Understand the makeup of the research community to identify underrepresented groups	Initial stakeholders analysis (WP1)
	Develop cultural survey
	Cultural surveys for all Supergen Network+ events and activities