

# Supergen ORE Hub – Fourth Annual Assembly

EDI Session : Equality, Diversity and Inclusion (EDI) in offshore renewable energy academia and industry - what has been effective so far?

## **Supergen-erations**

An EDI mentoring scheme designed to connect people from our current and future workforces, from different backgrounds, experiences and across the generational spectrum.

Sharing their own experiences and helping to shape the culture of ORE organisations.

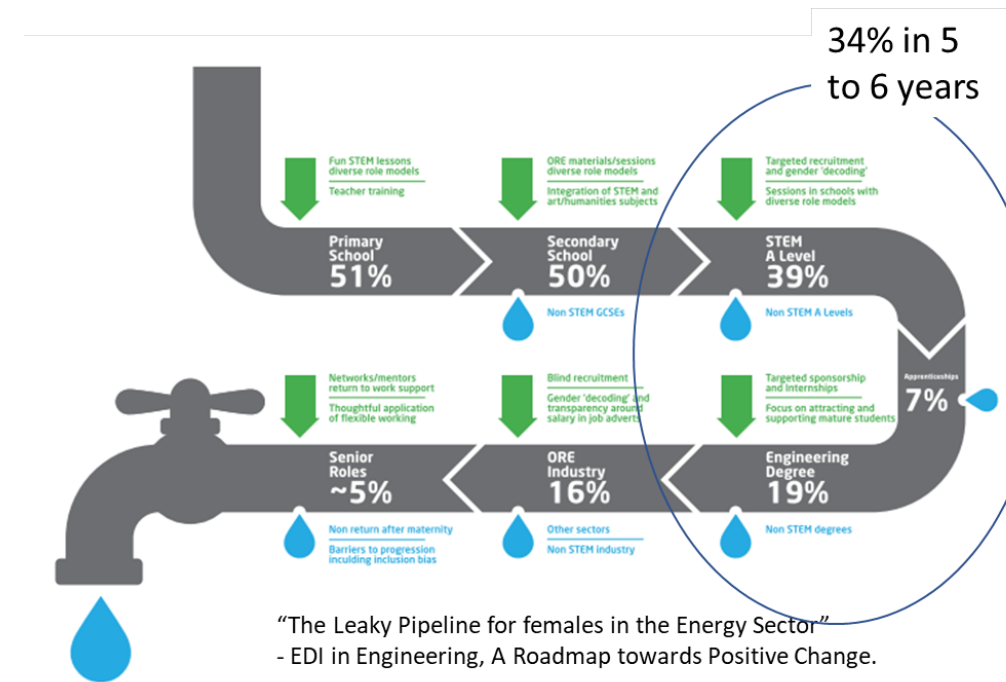
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## EDI Session – “Supergen-erations” mentoring scheme

*“what actions can we take today to ensure that EDI is improved in the future”*

The challenges we set ourselves focused on under represented groups:

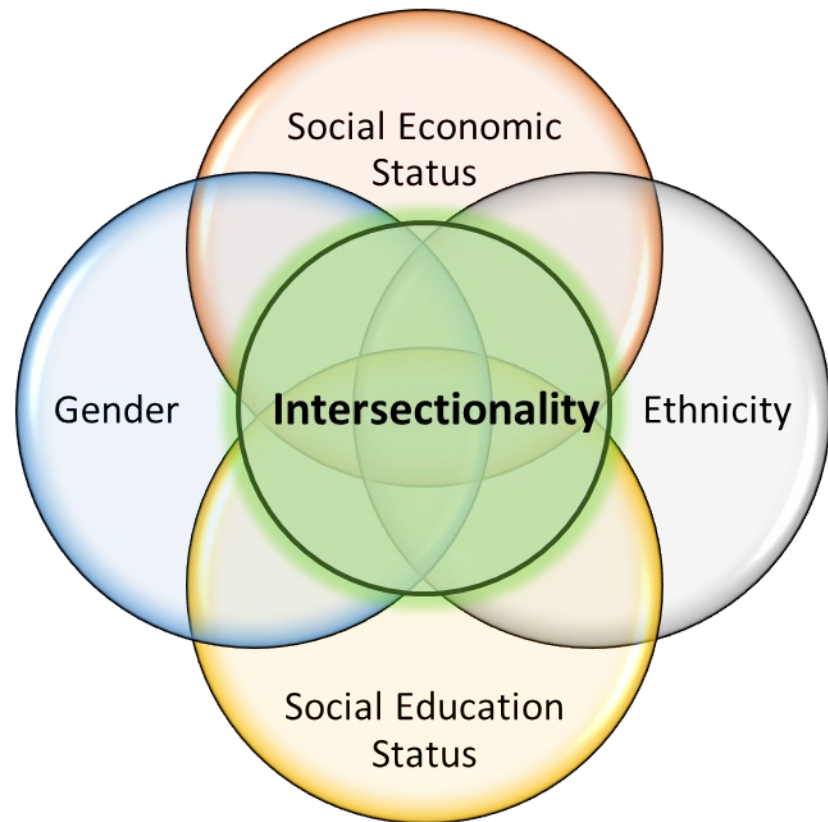
1. Creating pathways between people to share and exchange their knowledge and experiences, and learn from them.
2. Enable the next generation of Scientists and Engineers to see a exciting career pathway ahead of them (reducing the leaky pipeline)
3. Increase the access of under represented groups to our exciting sector.



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### Intersectionality:

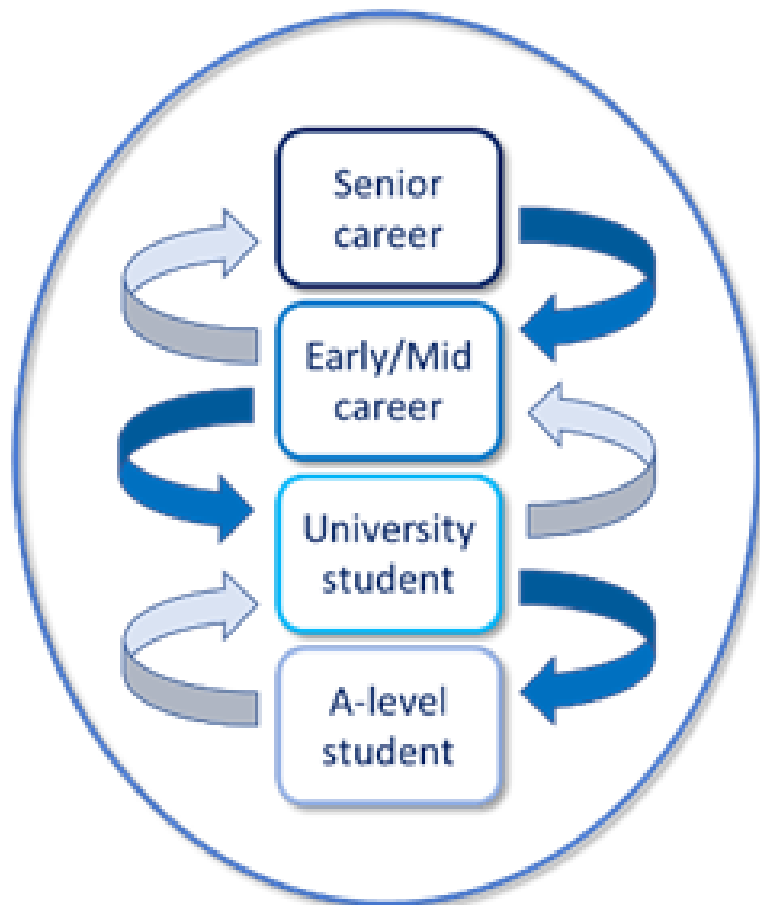


**Reciprocal Mentoring:** Where both parties take an equal role in mentoring and being mentored, learning from the different experiences of the other. Reciprocal Mentoring is seen as an effective way of enabling the improvement of EDI goals.

**Intergenerational Mentoring:** Aged based rather than seniority, where a safe space is created for both parties support one another in work and life challenges. Examples often given are balancing career with starting a family or learning new technologies.

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### Circular Network:

The network has been designed to allow the transfer of knowledge and experiences to flow back and forth through the various levels without creating the natural barriers of relatability with regards to age or organisational seniority.

The circular network’s members will be selected to ensure a mix of backgrounds and considering a network Intersectionality of the core under-represented groups of **gender, ethnicity and social economic / educational status**

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### Pilot scheme trail:

Building the first 2 levels of the Circular Network –

- Senior Career from with Supergen ORE Academics and IAB members.
- ECR’s and early stage industrialists.

Once established the 3<sup>rd</sup> level of PHD / Undergrade students will be introduce.

The 4<sup>th</sup> level of School students will be then added in. Early engagement with Schools has started.



**building  
better  
pathways  
throughout  
careers**

Interested in getting involved, please contact:

[rossrugg@gmail.com](mailto:rossrugg@gmail.com) or, your Supergen ORE ECR lead