

Creating Inclusive Cultures Final Interview Results

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- 10 Supergen ORE Hub Directors interviewed
- November 2023 to January 2024
- Aimed to seek views on
 - Successes so far of D&I initiatives
 - Future ideas on next steps
- Builds on the survey in 2023 seeking views of those involved with Supergen ORE Hub of how inclusive and diverse the organisation felt.

What's working?



- Good feedback on double blind funding process, with data collected and published.
- Expressions of interest approach effective in reducing time constraint barriers of those with caring responsibilities.
- Attention to inclusivity in conference design good.
- Many initiatives to attract people into the sector developed and easily available on the website.
- Development of a mentoring scheme underway.



Recommendation 1: Be more strategic, simplifying focus and being less initiative based.

- Increase the numbers of people from minoritised groups that access funding year on year.
- Understand and widely share the barriers to the attraction and progression of minoritised groups in the sector. Work with membership organisations to overcome these barriers
- Role model good practice through all aspects of the operation of Supergen ORE Hub
- Amplify the best practice of the sector.



Recommendation 2: Evidence the benefit

- Make sure any future actions have tangible measures of success built in
- Communicate any success strongly through the Supergen ORE Hub participants and with member organisations.

Recommendation 3: Partner with others

- Find partners to amplify the actions already undertaken and those yet to come, e.g. charities that would take the book created into schools as part of their engagement



Recommendation 4: Integrate D&I into all aspects of Supergen ORE Hub

- For example, write a policy and guidelines on how to hold inclusive conferences and meetings.
- Create ownership of D&I with all Directors and through all activities.
- Create a shadow board to gain a diverse set of inputs into all Supergen ORE decisions.

Recommendation 5: Share the knowledge

- Share good practice systematically with all member organisations.
- Publish good practice in relevant journals.

Social Media

@equalengineers

