



Supergen



Offshore
Renewable
Energy



IMPROVING EQUALITY, DIVERSITY AND INCLUSION IN OFFSHORE RENEWABLE RESEARCH

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LESSONS LEARNED FROM THE SCOPING STUDY

Led by



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ABOUT US



- Stefi is a Psychology Post-Doctoral researcher at the University of Hull's Centre for Human Factors
- Her research focuses on Human Factors in the offshore wind industry and she acted as the lead researcher and author of the EDI Scoping Study
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SCOPING STUDY AIMS



- To determine the current state of EDI in engineering, with a focus on the offshore renewables sector including education, academia and industry.
- Propose an action plan, to improving EDI in this sector through engagement with each stage of education and career development

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STUDY METHODOLOGY

Research

- Reviewed a wide range of academic and industry EDI literature and information sources.
- Identification of main organisations active in EDI
- Identification of key themes emerging from existing knowledge

Analysis & Synthesis

- Interviews with key influencers working for positive change to triangulate research findings.
- Interviews with selected offshore personnel as part of PhD research
- Analysis and synthesis of research material and interviews

Report & Action Plan

- Development of full Scoping Report and Summary Report documents
- Recommended Action Plan for Renewable Energy Sector in academia, renewables industry and individual organisations

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EDI DEFINITION

Equality:

The state of being equal, especially in status, rights, or opportunities.

(Oxford English Dictionary)

Diversity:

A range of many people or things that are very different from each other.

(Oxford English Dictionary)

Inclusion:

The action or state of including or of being included within a group or structure.

(Oxford English Dictionary)

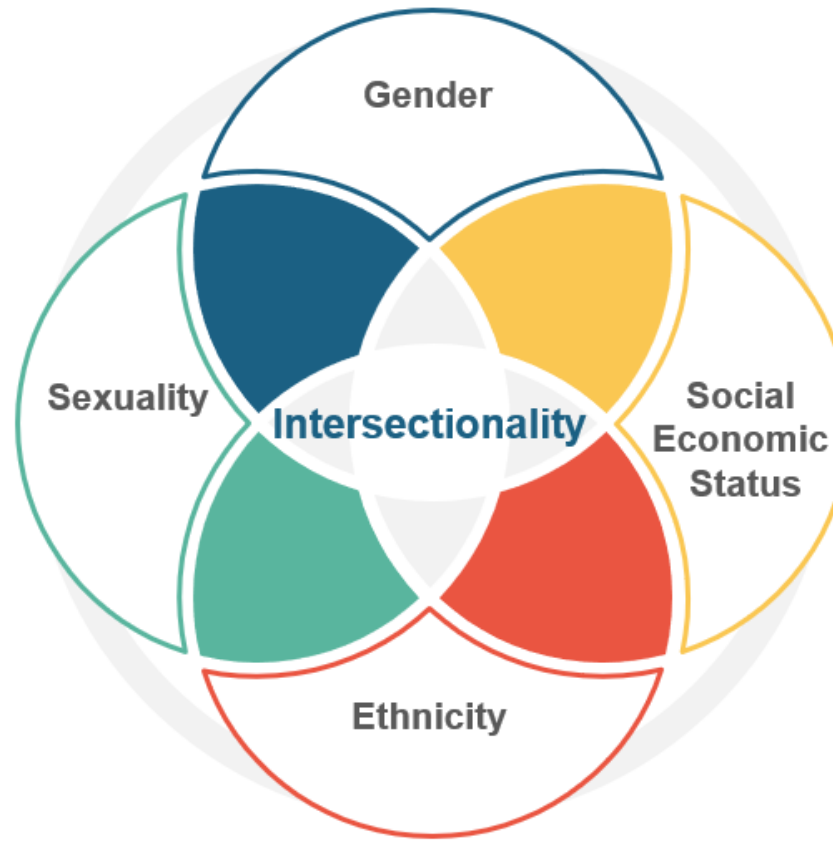
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FACTORS TO CONSIDER

- Gender
- Ethnicity
- Culture/religion
- Disability
- LGBTQ+
- Social mobility
- Age
- Neurodiversity



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DIVERSITY IN THE STUDENT POPULATION

CURRENT STATE

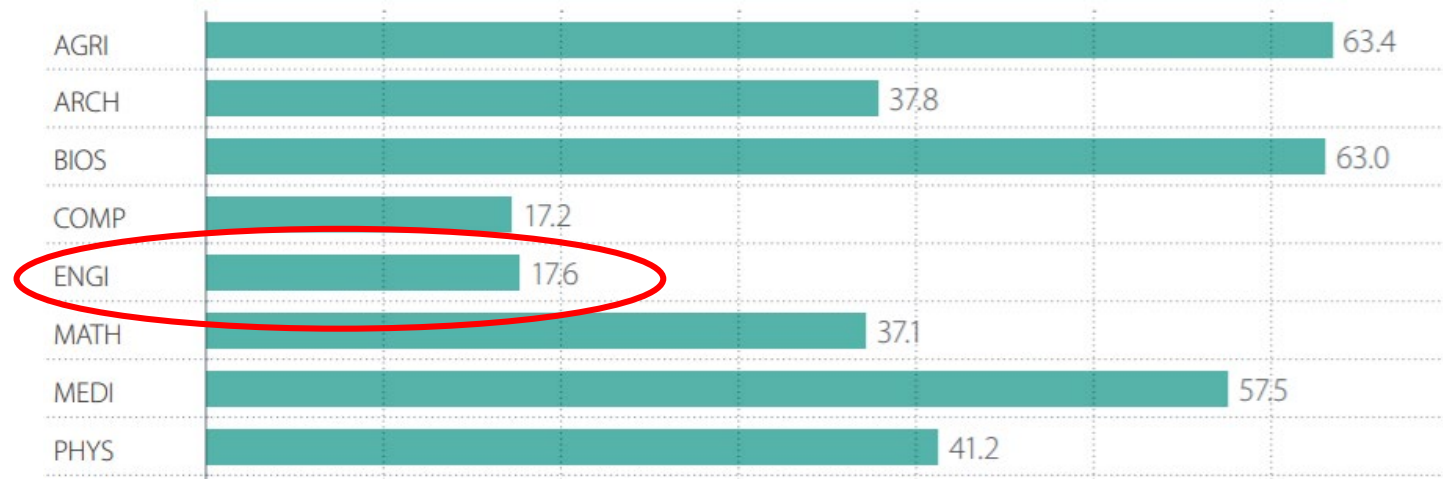
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STUDENT DIVERSITY- GENDER

In 2018/19 56.1% of undergraduate students were female



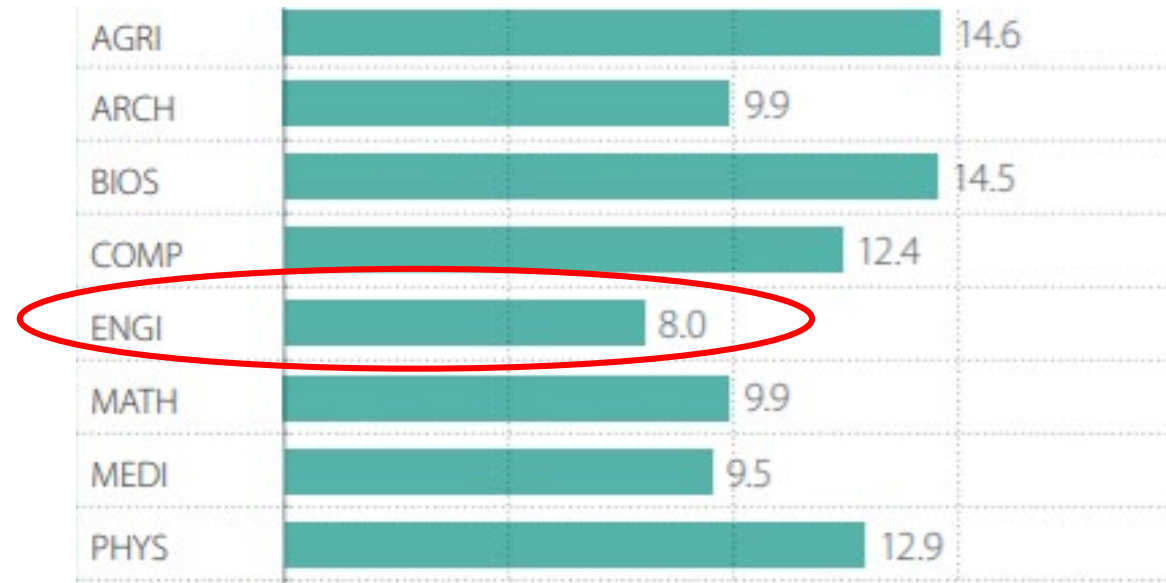
Source: Equality in higher education statistical report, 2018

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STUDENT DIVERSITY- DISABILITY

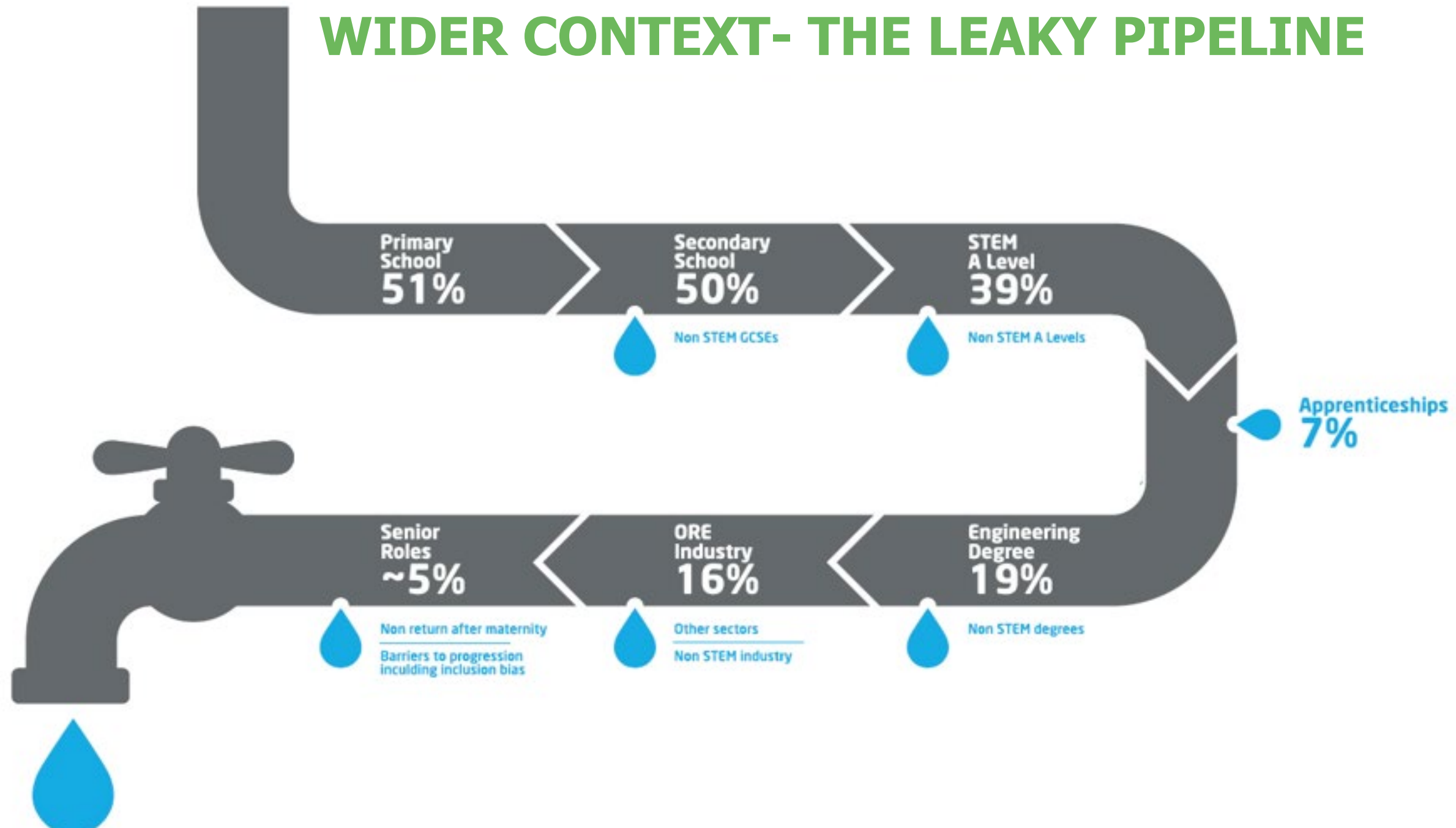
In 2018/19 12% of undergraduate students had a registered disability



Source: Equality in higher education statistical report, 2018

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WIDER CONTEXT- THE LEAKY PIPELINE





If you've struggled to feel part of a group for four of five years at university, being the only girl in your class, that can seriously wear you down."



Lorna Bennett
Mechanical Engineer for OREC and STEM Ambassador

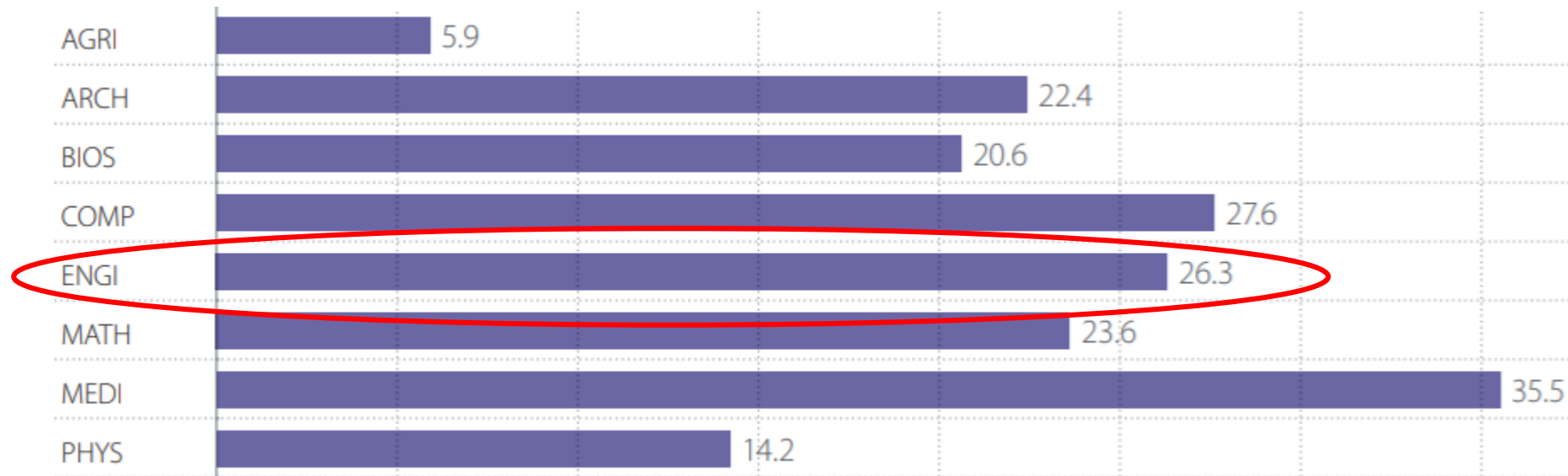
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STUDENT DIVERSITY- ETHNICITY

In 2018/19 22.7% of undergraduate students were BAME



Source: Equality in higher education statistical report, 2018

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STUDENT DIVERSITY- ETHNICITY

BUT...

- ...only 8.1% of engineers are BAME in the UK and 5% in the offshore wind workforce...
- ...and 71.4% of BAME students attained at 2:1 or first compared to 83.4% of white students

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WHAT CAN WE DO ABOUT IT?

- Early education interventions
- Encourage the formation of networks, but ensure that this is not a burden on under-represented groups.
- Be inclusive to mature students
- Follow best practice for accessibility in courses
- Implement inclusive student recruitment strategy

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BEST PRACTICE- AURA CDT

Strategic plan for promoting EDI in recruitment and retention of doctoral students devised by experienced occupational psychologists.

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ACTION PLAN BASED ON CDT BEST PRACTICE



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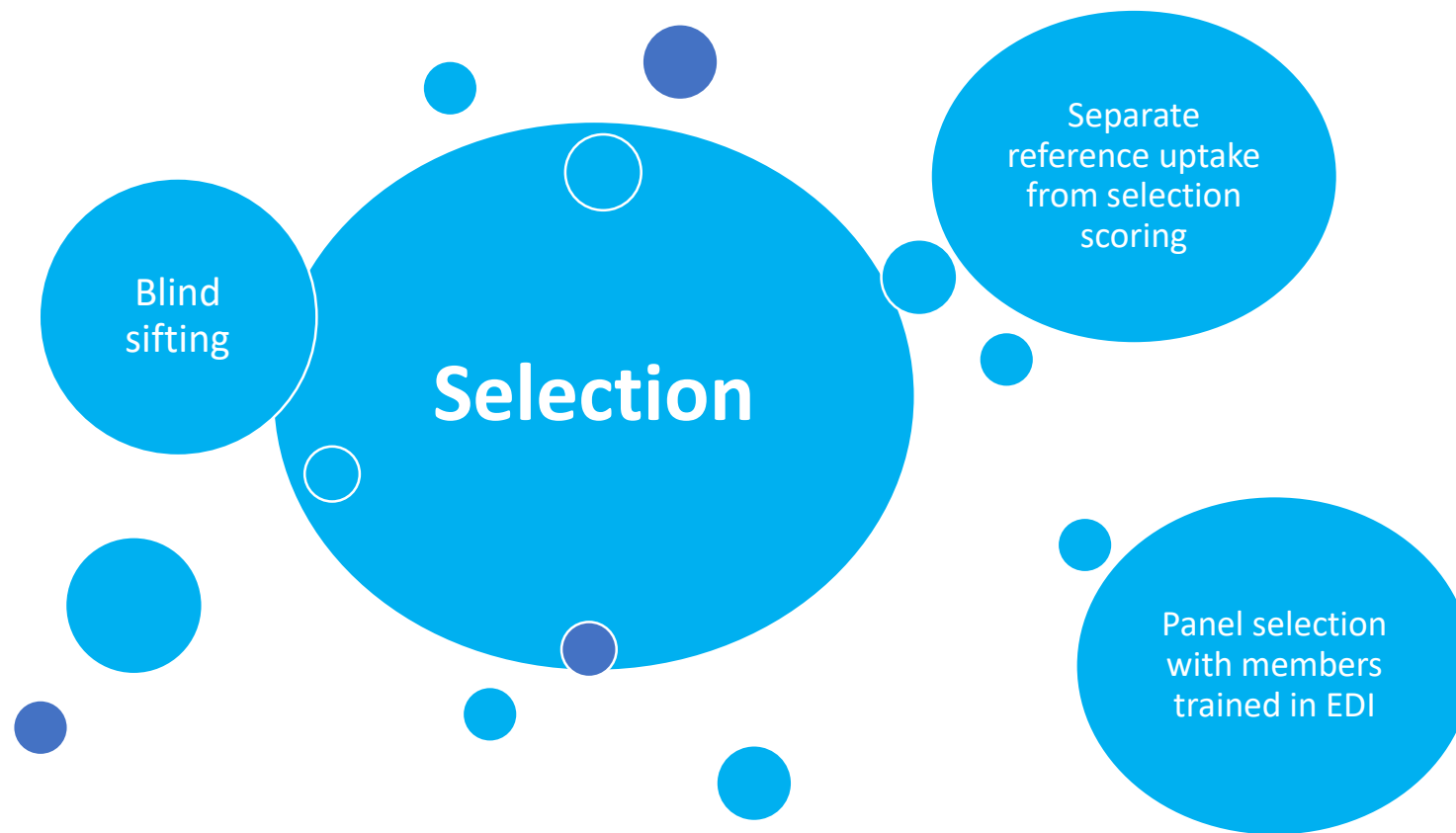
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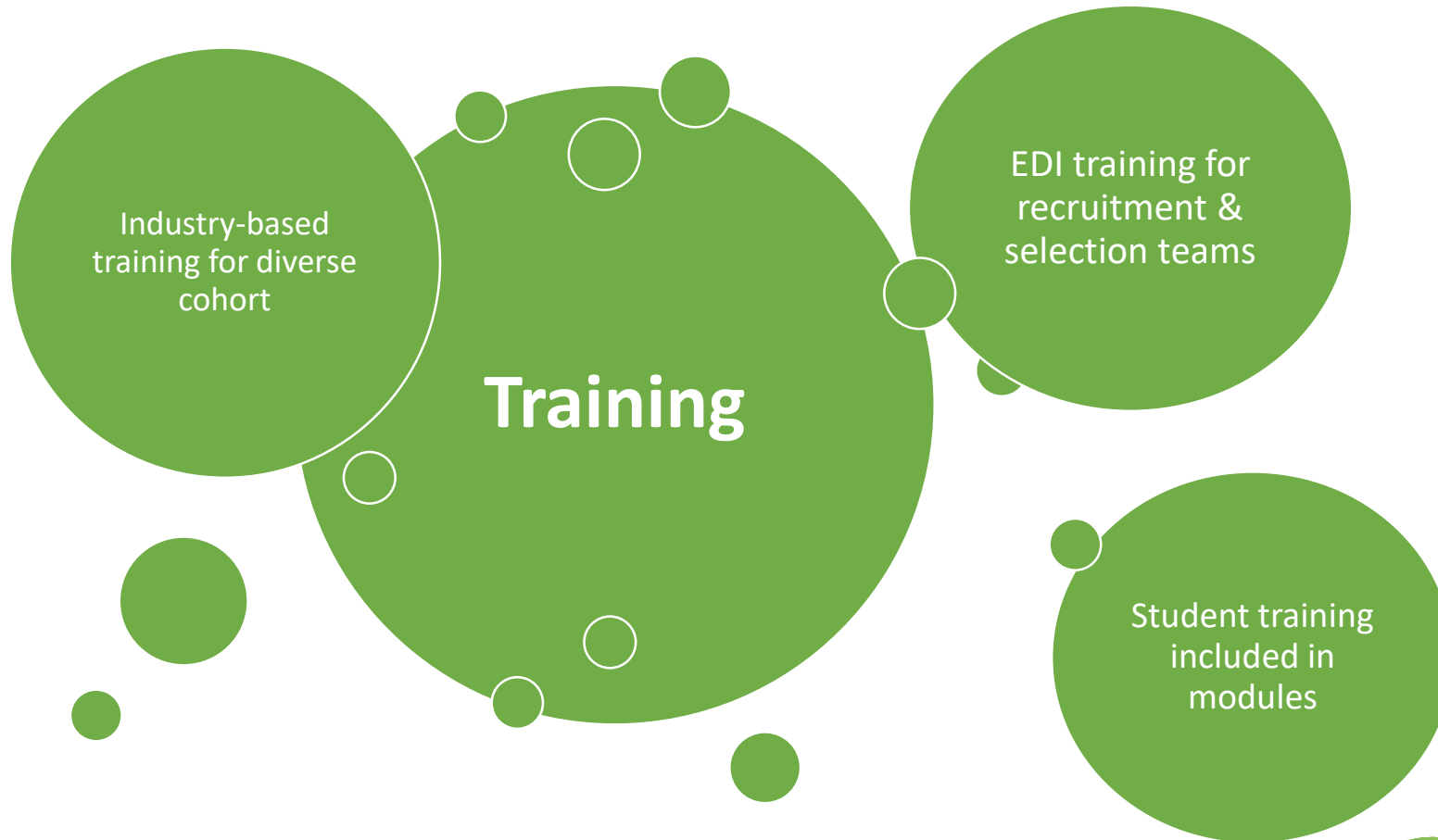
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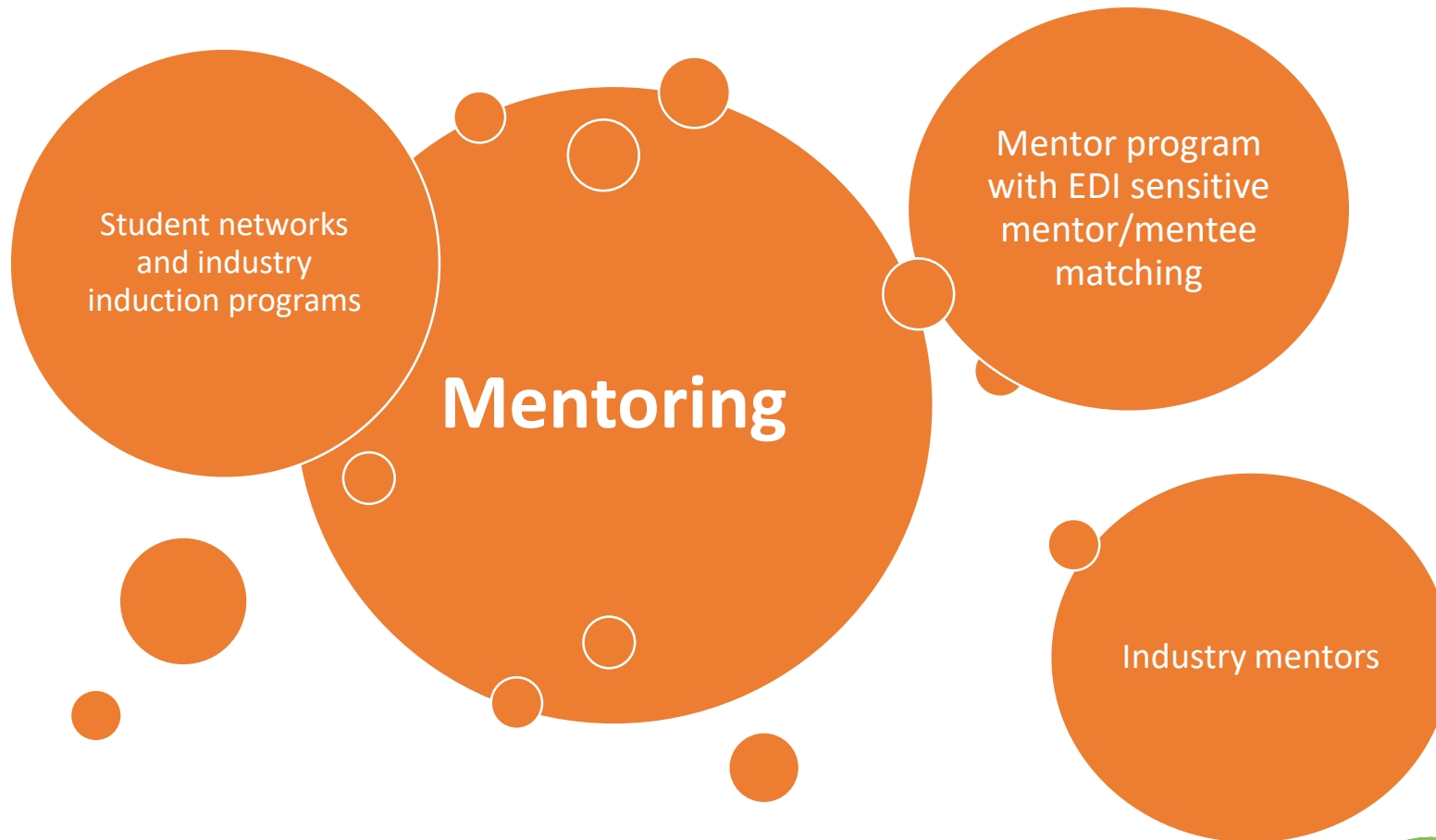
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EDI IN THE HE STAFF

CURRENT STATE

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GENDER

- 67.5% of HE staff are female
- However they make up only 21% of engineering academic staff
- There are also issues with progression of female HE staff- just 24.6% of professors are female.

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ETHNICITY

- In 2016/17 9.4% of HE staff identify as BAME
- Only 0.8% departmental heads were ethnic minorities

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WHAT IS BEING DONE?

- Supergen Charter
- Athena Swan
- Race Equality Charter
- EDI considerations in grant applications (e.g. EPSRC)
- Inclusion Matters scheme
- Efforts from individual universities

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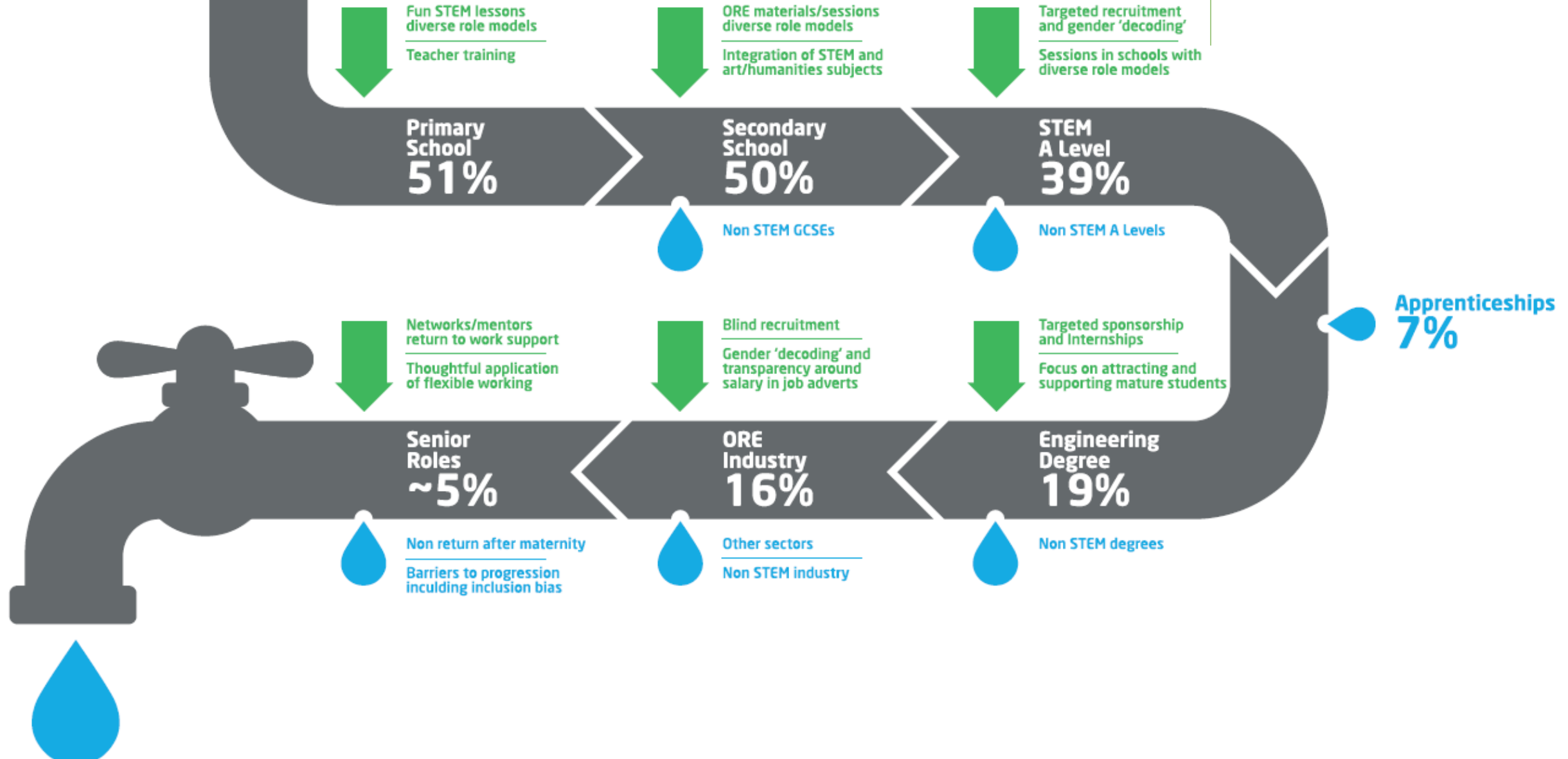
WHAT MORE CAN BE DONE?

- Sector-wide measurement and targets (similar to the offshore deal)
- Wider sharing of best practice – ‘what good looks like’

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LEAKY PIPELINE – PROPORTION OF FEMALES AT EACH STAGE OF PROGRESSION IN THE ENERGY/ORE SECTOR





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Copies of the report are available from the **Aura** and **Supergen Offshore Renewable Energy Hub** Booths in the Exhibition Hall.

Alternatively, visit <https://aura-innovation.co.uk/news/> to download a copy

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