



Supergen



Offshore  
Renewable  
Energy



UNIVERSITY  
OF HULL

# NEW INDUSTRY – NEW APPROACH EDI IN ENGINEERING SCOPING STUDY

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Hub and Professor of Engineering, University of Hull**

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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



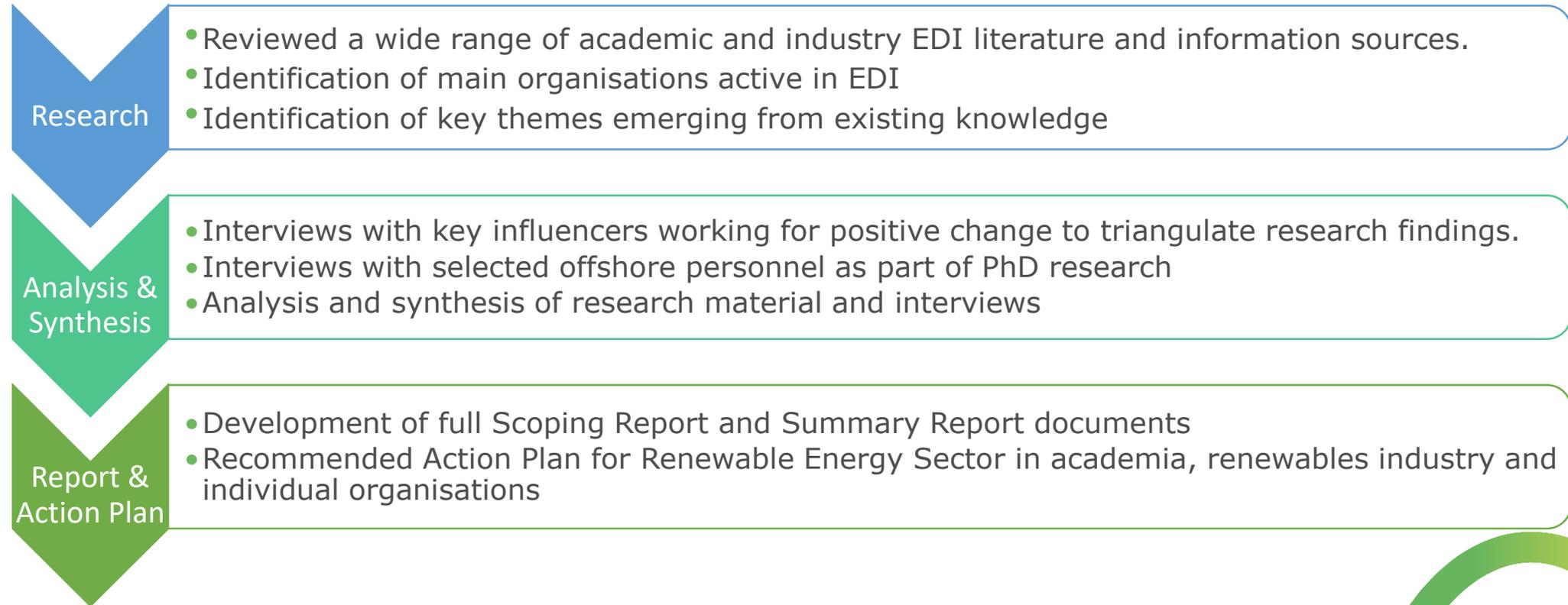
- To determine the current state of EDI in engineering, in particular the offshore renewables sector
- Propose an action plan, to improving EDI in this sector through engagement with each stage of education and career development

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# STUDY METHODOLOGY



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## CURRENT ISSUES AND TARGETS FOR CHANGE

**16%** of the OSW workforce are female

**90.7%** of engineers are male



The **Offshore Wind Sector Deal** states that women should represent **30%** of the OSW workforce by 2030, ideally aiming for **40%**



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## CURRENT ISSUES AND TARGETS FOR CHANGE

**5%** of the OSW workforce are BAME  
**7.8%** of engineers are BAME



The **Offshore Wind Sector Deal** set the target to increase BAME representation to **12%** by 2030



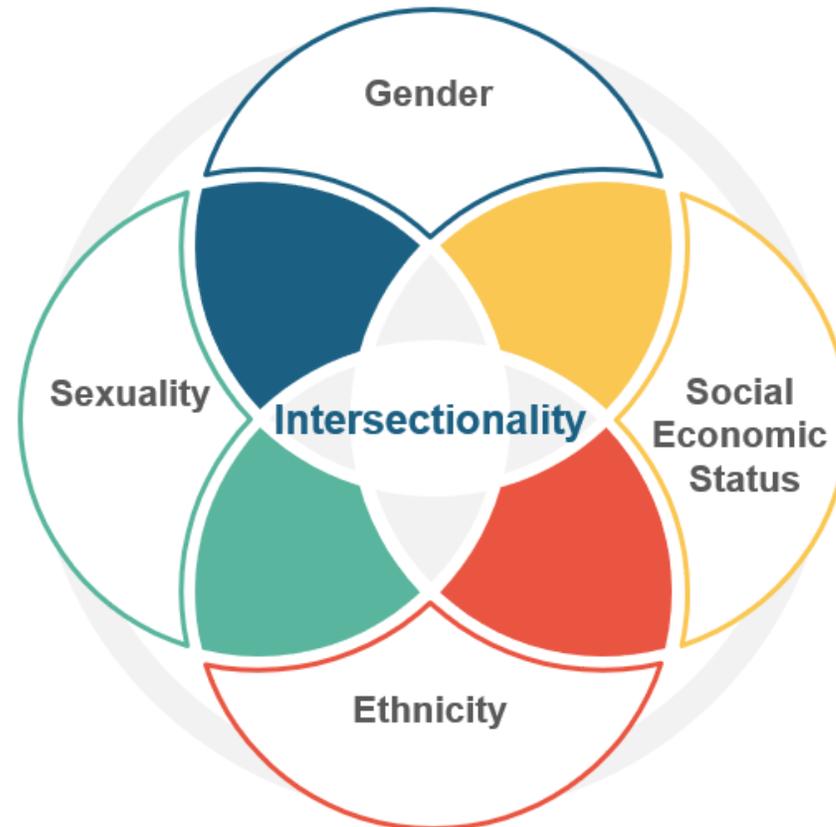
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# EDI FACTORS NOT ADDRESSED IN THE TARGETS

- Disability
- LGBTQ+
- Social mobility
- Age
- Neurodiversity



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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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## REASONS TO IMPROVE EDI APART FROM THE TARGETS



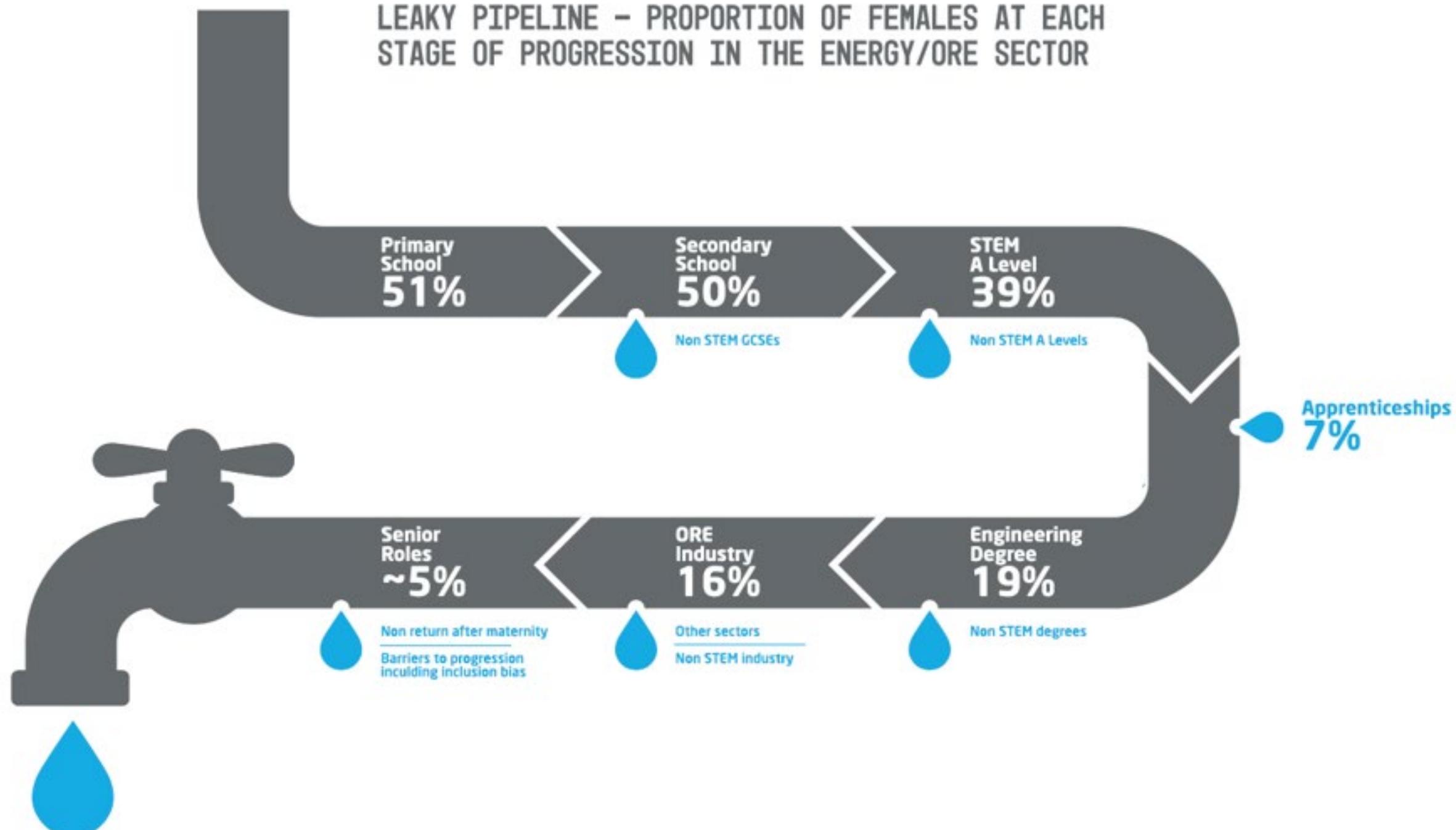
**Lorna Bennett**  
Mechanical Engineer for OREC and STEM Ambassador

“*Having such a homogenous group of people in engineering puts the sector at a disadvantage. ‘Group Think’ becomes a problem – similar people thinking in similar ways doesn’t tend to foster innovation and creative new ideas, so industry can become stagnant and not progress.*”

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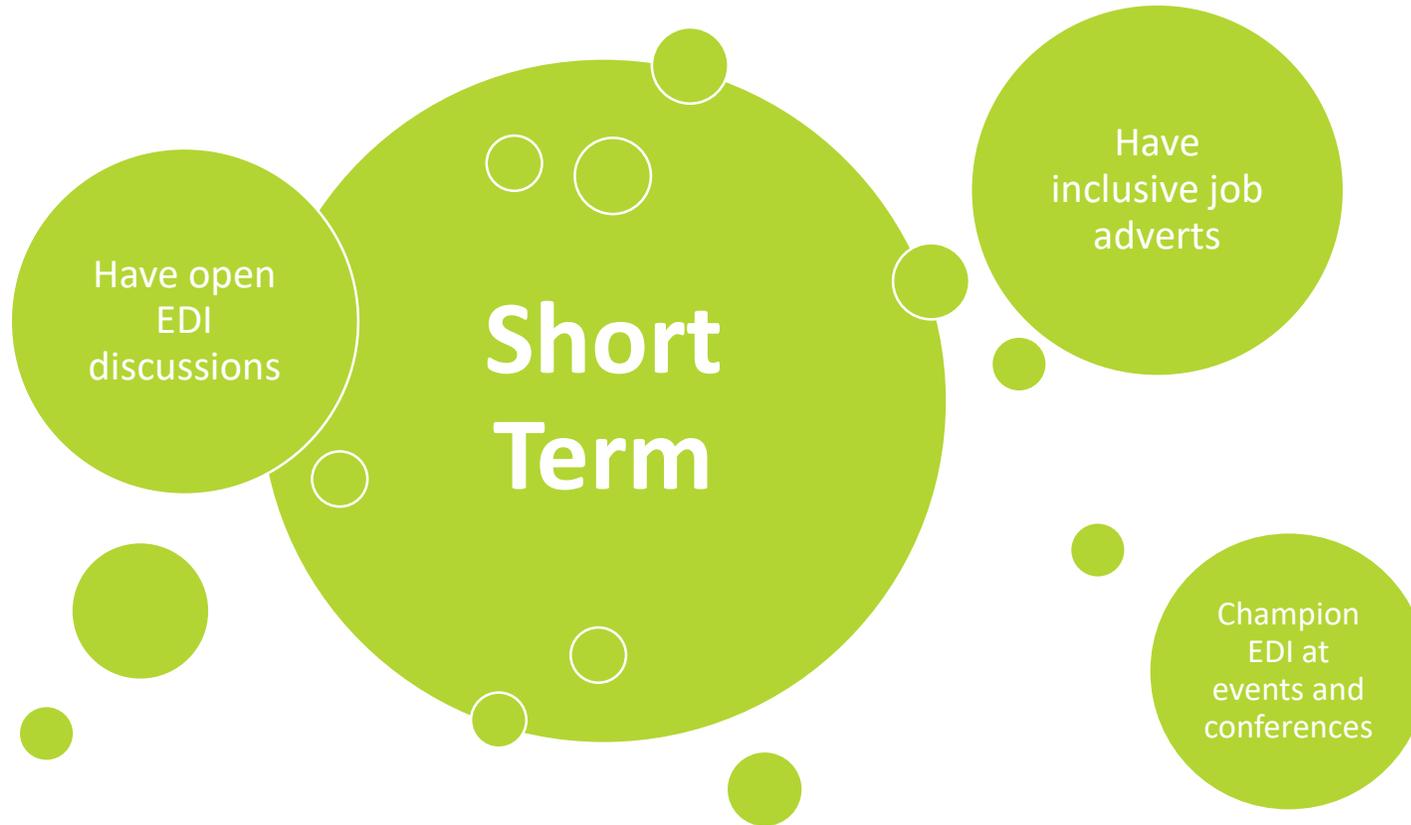


# LEAKY PIPELINE – PROPORTION OF FEMALES AT EACH STAGE OF PROGRESSION IN THE ENERGY/ORE SECTOR





# RECOMMENDED ACTION PLAN

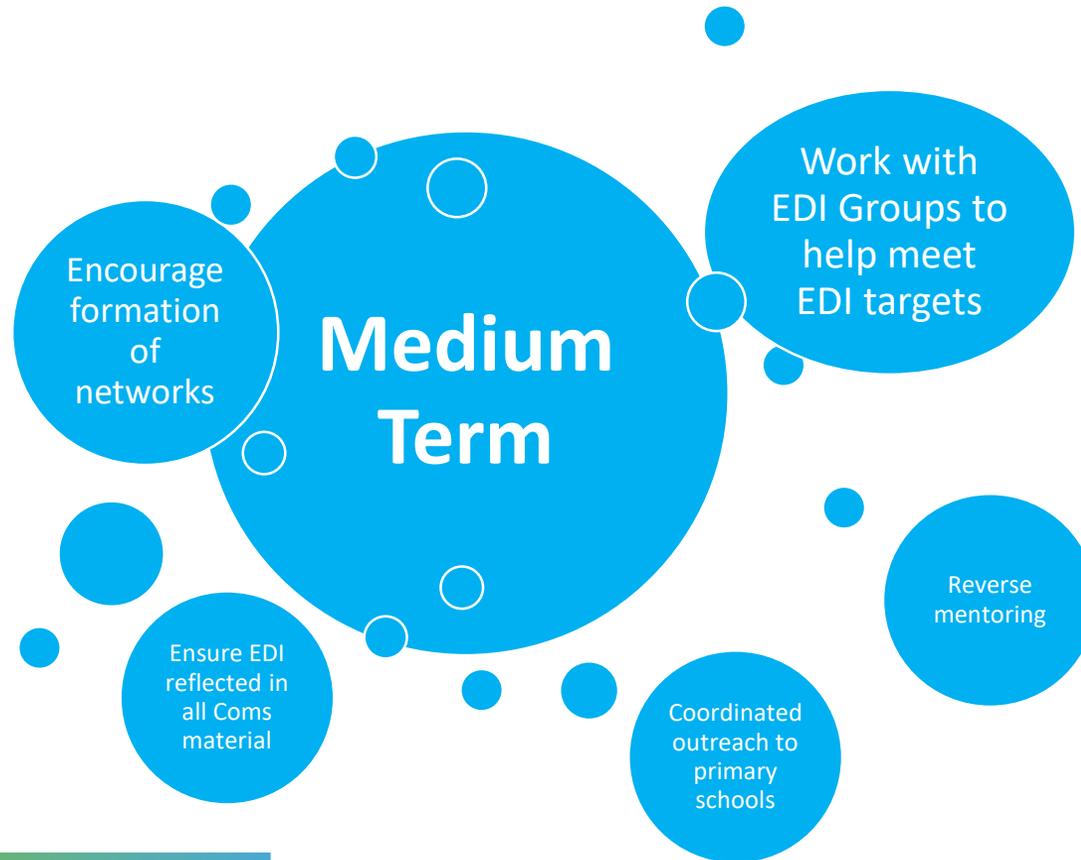


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# RECOMMENDED ACTION PLAN

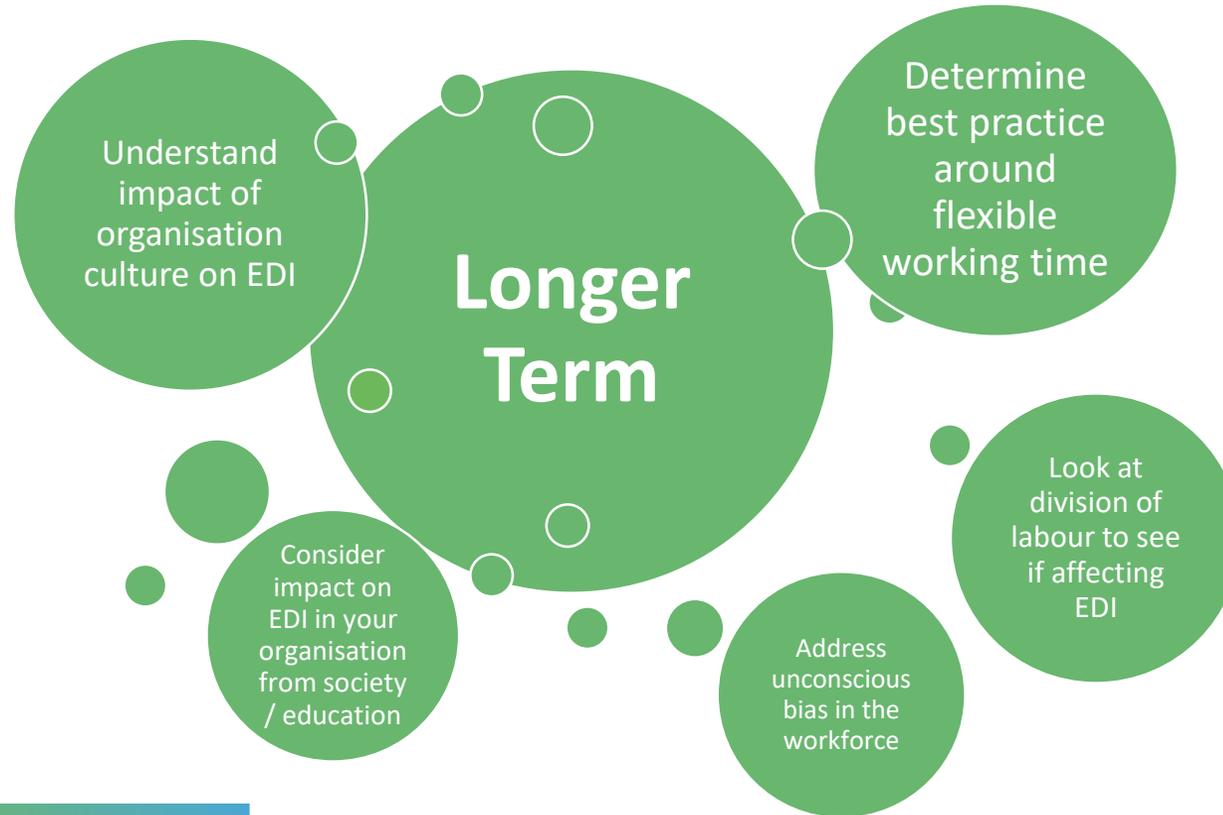


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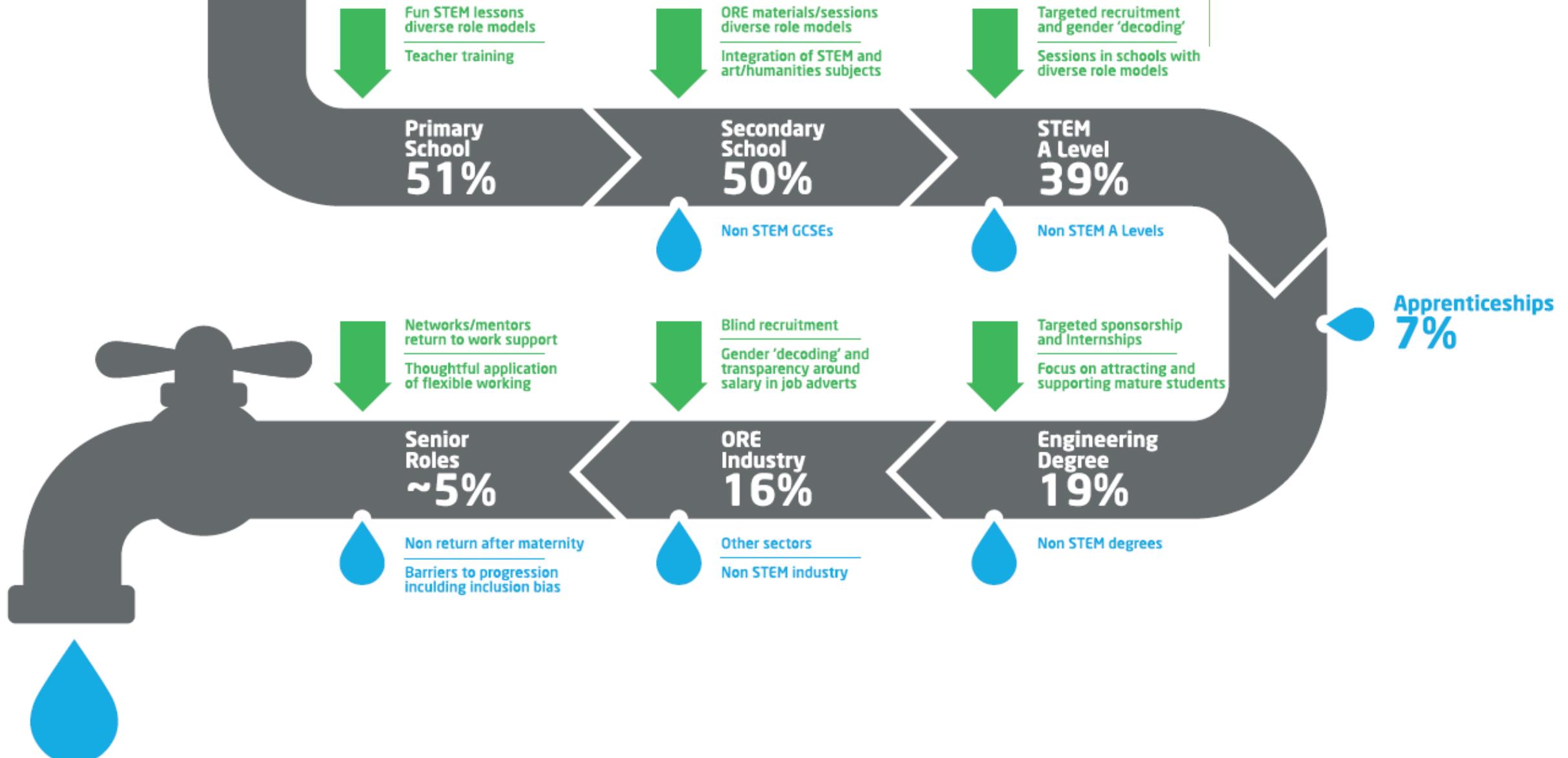
# RECOMMENDED ACTION PLAN



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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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