

## ERBE ED&I STRATEGY: SHORT-TERM PRIORITIES

Objective		Benefit	Actions to be taken
<b>1 Encourage equality, diversity and inclusivity in energy and buildings research</b>			
1.1	To promote gender and race diversity at all CDT & outreach events.	Role-models for under-represented groups.	As far as possible, gender and race diversity to form part of event representation, materials, communications and planning.
1.2	To ensure diverse management of the CDT.	Role-models for under-represented groups.	Gender and race diversity to be represented in advisory board and CDT management team make-up.
1.3	To promote the EDI ethos of ERBE.	Encourage under-represented groups to apply to ERBE.	Gender, race and other diverse characteristics represented explicitly in recruitment materials.
1.4	To promote gender and race diversity in recruitment.	All applicants to be at ease during the application process.	Ensure diversity of interview panels. Unconscious bias training of recruitment staff.
<b>2 Foster a positive and inclusive ERBE working environment</b>			
2.1	Promote EDI amongst ERBE PhD supervisors and course leaders.	Foster an inclusive ERBE working environment	Ensure ERBE staff are supported to uphold EDI responsibilities
2.2	Enable inclusion of students with caring and other responsibilities.	All students are able to join and participate fully in ERBE activities.	As far as possible schedule training considerately and provide flexible working arrangements.
2.3	Appeal to students from diverse backgrounds.	All students benefit from ERBE and a more diverse energy and buildings research base.	Provide a diverse range of projects, training, supervisors and mentors, whilst accounting for opportunities and the needs of stakeholders.
2.4	Foster an environment of EDI-aware staff and students.	Positive PhD experiences for all ERBE staff and students.	Provide the ERBE EDI Action Plan to ERBE PhD students and staff.
2.5	Awareness of recognising, realising & dealing with bullying and harassment if it arises.	Bullying and harassment identified and reported.	Institutions' bullying and harassment policies to be clearly signalled at induction and annually in student/staff meetings.
<b>3 Provide access to ED&amp;I training for students and staff</b>			
3.1	Enhance EDI awareness and mitigate bias in all aspects of ERBE's operation.	Foster and open and supportive training environment.	Encourage staff and students to attend existing EDI training especially on unconscious bias.
3.2	Maintain awareness of EDI policies and practices.	Learn from, and share experiences with, own institutions.	Annual meetings with Athena Swan institution representatives.
<b>4 Collect and report an appropriate amount of data</b>			
4.1	Review experiences and perceptions of ERBE students.	Continual improvement of practices and procedures.	Annual student satisfaction survey which includes inclusion questions.
4.2	Maintain awareness of, and focus on, EDI matters.	Regularly EDI discussion, learning from different institutions and the advisory board.	EDI on the agenda at every management and advisory board meeting, with annual reporting.