

ERBE ED&I STRATEGY: MEDIUM-TERM PRIORITIES

1	Encourage equality, diversity and inclusivity in energy and buildings research		
1.1	Be ambassadors for diversity in energy and buildings research.	Encourage people from under-represented groups to research energy and buildings.	Initiate activities that promote and showcase diversity.
1.2	To make a difference to diversity and leadership in energy and buildings.	More diversity in leadership positions in the workforce.	Encourage and equip students to consider a full range of career options.
2	Foster a positive and inclusive ERBE working environment		
2.1	To facilitate inclusion for students with disabilities.	All students are able to join and participate fully in ERBE activities.	As far as possible, provide accessible training venues for all ERBE activities.
3	Provide access to ED&I training for students and staff		
3.1	To ensure ERBE staff and students are ambassadors for EDI within and beyond the Centre.	More equal, diverse and inclusive ERBE experience. Wider change among energy and buildings employers.	Encourage staff and students to attend existing EDI training and seek out new, relevant training. Collate and advertise EDI training available at all ERBE institutions.
4	Collect and report an appropriate amount of data		
4.1	Long term improvement of ERBE training provision and environment.	Understand students' perceptions of inclusion.	Annual student satisfaction survey which includes inclusion questions. Exit interviews with all ERBE PhD students.
4.2	Measure and evaluate diversity.	To track progress, be reflective and update the Action Plan.	Annual collection and reporting of data on student and staff diversity. Evaluate and amend existing, or develop new, EDI initiatives.

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