IGNITE Network+ Equality, Diversity and Inclusion (EDI) Action Plan

This document has been written by: the IGNITE Network+ Management team.
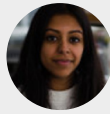
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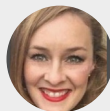Geosciences (University of Strathclyde)

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IGNITE Network+ Equality, Diversity and Inclusion (EDI) Action Plan

Foreword by Professor Rebecca Lunn

The IGNITE network+ (Innovation and Growth Needs Inclusion and engagement of all Talent in Energy research) is a four-year funded EPSRC project which was established in September 2022. It aims to support sustainable, abundant, clean and equitable energy for all, by harnessing the talents of energy researchers from all backgrounds. To achieve the changes to energy systems needed to meet net-zero carbon by 2050 requires innovation, and its translation into industry, at pace. Research has shown that diversity in the workforce, if managed effectively, increases innovation, brings greater scientific impact and improves economic growth. Increased diversity in energy researchers will significantly improve our chances of successful transition to net zero by 2050.

The current lack of diversity in energy researchers stems not from a lack of interest, talent or ambition in underrepresented individuals, but from systemic inequalities in UK systems and institutions. The IGNITE Network+ will address diversity issues by: collecting data that can expose systemic inequality; designing, testing and implementing disruptive initiatives; monitoring the success of interventions and activities; identifying, disseminating and encouraging good practice. We will work to support individuals from disadvantaged and underrepresented backgrounds through a mixture of organisational interventions, mentorship, advice and advocacy.

This plan outlines how the IGNITE network+ will implement, monitor and improve EDI in all its activities and initiatives. This will be highlighted to all members of the Network+ via the webpage and in all the relevant Network+ communications.

Prof Rebecca Lunn

Principal Investigator and Network Director

Contents

1. Vision and aim

The IGNITE Network+ is centred around Equality, Diversity and Inclusivity (EDI), and EDI principles will be embedded in everything that we do.

Our aim is to help the energy research community develop an inclusive and welcoming culture that ensures equal opportunities for all and in which everyone can thrive regardless of gender, ethnicity, disability, family structure, nationality, sexuality, socio-economic background, age or religious beliefs. Our Management Group (MG) are committed to principles and actions outlined in this document.

The IGNITE Network+ defines equality to include creating equal opportunity for all (equity) and eliminating barriers like discrimination and bias. Diversity recognises and celebrates differences, including individual, social, cultural and political differences. Inclusion represents the meaningful action that connects the concepts of equality (including equity) and diversity.

The structure of this plan is based around the six themes in the UKRI EPSRC EDI Expectations.

2. Governance of the IGNITE Network+

The governance will be handled by the Management Group (MG) with the supervision of the network Advisory Board (AB). The AB will provide oversight on project governance, ensuring the MG are accountable on their EDI principles and practice with respect to recruitment, training provision, funding allocation, delivery of each pilot project, data collection, analysis, reporting and dissemination. To ensure best practice in EDI and lead by example, the MG has developed a code of conduct (see Appendix A) which outlines standards of respectful and professional conduct, privacy requests, and reporting mechanisms for all network members.

3. Our approach to embedding EDI in the project

The MG is committed to developing and embedding an EDI culture and principles across the IGNITE network+.

We will achieve this by:

- recognising systematic barriers and addressing inequalities in the research landscape;
- embedding EDI in how we operate, in the planning and delivery of our activities, to ultimately drive and create conditions for change;
- proactively championing and supporting inclusion for all, encouraging participation, particularly of individuals who are underrepresented and marginalised in energy;
- recognising, valuing and rewarding members and their diverse roles and contributions;
- developing principles and incentives to support EDI initiatives and ensure that these are delivered in inclusive ways to create more equitable outcomes and benefits;

Action 3a: Embed equality, diversity, and inclusion into our culture by increasing understanding of equality issues, and be responsive to the needs of our members.

Action 3b: Implement a process of continual improvement and learning from experience.

- working in partnership to achieve and influence change.

The network embraces the process of continual improvement and learning from experience. Throughout the project lifecycle and in line with our annual review process, we will reflect on what we could improve, we will capture this in a lesson learned log to ensure that process improvements, ideas and suggestions are acted upon. A culture of openness and trust will be embedded to ensure that there is no blame for things that don't go well first time around, but rather one of reflection and learning from mistakes. We encourage all network members to contribute to the process of continual improvement by including opportunities for feedback on our web-site and follow up evaluation in relation to our activities.

4. Implement good practices in recruitment and/or selection processes to ensure diverse teams

4.1 The Network

The network (the MG/Partners, AB – see Appendix B) was built through an inclusive, bottom-up approach, and includes a diverse group of individuals with different energy research expertise, EDI expertise, identities, backgrounds, career stages, and geographical locations. The time allocations (FTE) and, hence, roles of the MG members were set according to individual capacity. This demonstrates the commitment of the MG to equal opportunities, respecting everyone's personal circumstances, and facilitating work by providing reasonable adjustment for each member.

The AB membership was reviewed by the AB Chair (Prof Oliver) at the project outset to establish which characteristics were currently represented, further invitations will be extended and consideration is being given by the AB about whether this will be an open call to ensure that a balanced representation of identities is included, the membership will be reviewed on an ongoing basis to ensure this is maintained as the network progresses. If members agree, a summary of AB demographics may be made available on the IGNITE web-site. Early Career Researchers invited to join the AB will be paid at fee at the UKRI honorarium rate 2022, this is £200 per day pro rata and increased in line with any rate changes, and funded through the Network Activities fund.

4.2 Network Champions

Champions and industry partners will support the reach of the IGNITE Network+, ensuring greater geographic coverage and providing strong links into existing centres, networks, CDTs, catapults and industry. In sum, the MG, AB and Champions cover a very wide range of relevant areas including: different modes of energy generation; energy storage; CO_2 capture and storage; energy policy; social science; EDI in STEM.

4.3 Network Membership

The network commits to developing a broad, diverse membership and to achieve this we will anonymously collect demographic information from members upon registration and develop strategies to ensure that

we engage with all underrepresented and marginalised groups in energy research.

4.4 Vacancies

Criteria have been adopted that ensure fair and open recruitment and selection. Vacancies will be advertised openly and widely through a variety of formal and informal channels, allowing a minimum of 6 weeks for advertising. The interview date will be included in the recruitment information to allow those with commitments to plan ahead. Interviews will be held online and questions provided in advance wherever possible, to reduce the barriers to attendance. Adverts will use gender-neutral and encouraging language appropriate to the vacancy that does not discourage certain groups from applying, in addition it will explicitly state that applicants from under-represented backgrounds are particularly encouraged to apply. Researchers with refugee status would also be eligible. The appointment panel will be of a diverse make-up, to ensure that many voices are represented at this decision-making stage, whenever possible. All participants in the network will be invited to declare commitments that may require flexibility from the host institution (e.g. flexible working hours).

4.5 Flexible Funding

The MG will ensure that the flexible funds (40% of the value of the network funding) are allocated in a fair, responsible, and transparent manner. The Network welcomes applications and ideas from researchers of all career stages and will provide support and mentoring to help them to deliver the projects, to allow equality of opportunity. The calls will be scheduled as per the project management plan, applicants will be made aware of the calls well in advance to allow adequate time (minimum 6 weeks from call opening) to prepare. Application forms will be kept short to minimise the impact on workloads. Deadlines will be set to avoid pinch points in the academic calendar as well as bank holidays or school holidays, to avoid disadvantaging those with caring responsibilities. Flexibility will be built in to allow short extensions for those who are unable to meet the deadline due to other circumstances (e.g. religious holidays and medical appointments affecting researchers with disabilities). Costing in time for researchers or applicants to carry out EDI-related research activities will be eligible, to allow Network activities to be properly accounted for in workload models.

To remove bias in peer review, all flexible funding will be awarded on the basis of double-blind peer review. Reviews will be carried out, and subsequently prioritised by, network members (not including applicants). The Directors and Co-Directors will Chair the prioritisation panel meetings, comprised of individuals with a range of diverse backgrounds, to ensure an inclusive and balanced decision-making committee. Panel meetings will be based on standard EPSRC processes, but with applicants anonymous at all stages. Early Career Researchers invited to undertake reviewer/panel member roles will be will be paid at the UKRI honorarium rate 2022, this is £200 per day pro rata and increased in line with any rate changes, and funded through the Network Activities

Action 4a: Ensure that all appointment panels (recruitment and funding calls) are diverse.

Action 4b: Include a statement in recruitment adverts and funding calls that applications are encouraged from under-represented groups.

Action 4c: Monitor the demographic data of the network, the diversity of members and the delivery of commitments related to panel composition and report the figures annually to the Advisory Board, taking corrective action if and where needed.

fund. Quality and benefit to the energy community will be the primary assessment criteria. Additionally, to ensure that EDI is embedded in funded projects, we will encourage diversity within applicant teams, and require that each application includes a brief Equality Impact Assessment (EIA) form (see Appendix C). We will collect demographic information for each research team member, for both applications and awards. This will allow us to compare success rates across differing demographics, backgrounds, and identities.

5. Ensure diversity and inclusivity in all activities

The IGNITE Network+ has committed to organising a range of activities focused on particular EDI challenge areas. The MG will:

- engage with, and learn from, underrepresented and marginalised groups within the energy community to ensure that all these activities are effective and inclusive.

- create a safe environment for discussion and reflection, and our code of conduct outlines standards of respectful and professional conduct, privacy requests, and reporting mechanisms.

- actively work to remove barriers to accessibility and widen access to initiatives and events. E.g. Workshops will be held in a hybrid in-person/online format within 10 am and 4 pm to minimise barriers to attendance for those with caring responsibilities.

- arrange, where appropriate, for talks to be recorded for dissemination and virtual noticeboards to be provided as an alternative means of gathering views and feedback.

- arrange external facilitation for the workshop sessions, where possible, to allow attendees to contribute freely.

- ensure that events which require attendance in-person, are held in venues that, in addition to standard facilities, are provided with accessible and inclusive facilities (such as level access, gender-neutral toilets, quiet rooms, etc.), and funds for travel and childcare/care for dependents are offered to support network members with additional needs.

An Equality Impact Assessment (EIA) form (see Appendix C) will be completed as part of the planning process for all of new activities, and also as a part of any review of existing activities. This will enable us to identify and remove as many barriers to inclusion as possible.

In all the activities, care will be taken to invite contributors from a variety of backgrounds to ensure diverse representation and the MG will create equal opportunities for the Network+ members to be featured during events. To avoid tokenism, the MG will ensure that contributors who are underrepresented and marginalised within the energy community are represented for their expertise, not only for their identity.

Action 5a: Ensure that an Equality Impact Assessment (EIA) is completed prior to planning activities.

Action 5b: Monitor the demographic data of speakers at events, publication authors, website contributors and images in all communications and report the figures annually to the Advisory Board, taking corrective action if and where needed.

Action 6a: Proactively encourage participation from all network members providing a range of opportunities and routes to contribute.

Action 6b: Design all communication and engagement activities with accessibility in mind.

Action 6c: Ensure that members agree to abide by the Code of Conduct, and provide a timely response to any problems that arise.

6. Create an inclusive, accessible, and safe environment

6.1 Inclusive Environment

All network members are actively encouraged to contribute and valued regardless of seniority, experience or personal circumstances. We will do this by proactively encouraging participation e.g. inviting contributions from every member, providing a range of opportunities and routes to contribute by organising activities (meetings and events) in different formats.

6.2 Communications and online presence

The IGNITE Network+ webpage and all Network+ communications will be designed to take into consideration their accessibility to people with a diverse range of hearing, movement, sight, and cognitive abilities. Videos and online events will be closed-captioned, and BSL/English interpreters will be hired for online and in-person events whenever possible. When appropriate, we will use audio descriptions of visual contents and provide images with an alternative text. Our code of conduct will outline provisions to ensure that the language we use avoids stereotypes, prejudice, and discrimination, and that we expect Network+ members and contributors to adhere to the same standards. To promote inclusive language and communication we will provide contributors and speakers at our events with additional guidelines on how to prepare inclusive presentations and talks.

6.3 Managing bullying and harassment

The network will not tolerate bullying or harassment by and/or of members of our group in any form, and this is outlined in our Code of Conduct (see Appendix A). Network members will be regularly reminded that if they see or hear something that is exclusionary or inappropriate, they should feel comfortable in challenging it or reporting it. We will encourage network members to take training in their own institutions to become active allies

7. Support career progression and training for Network members

The IGNITE Network+ commits to champion the work of network members, particularly ECRs and those from backgrounds that are underrepresented and marginalised in the energy community. We will partner with existing support networks for underrepresented researchers (or help in building those networks) and provide dedicated support and development opportunities. We will diversify the range of support offered to Network+ members, and work to identify and remove barriers to participation. We will clearly promote the support available and will set out and disseminate a planned timetable for events in the first six months of the grant so that Network+ members have forewarning and ample time to plan for deadlines, or to make arrangements for attendance.

7.1 Mentoring/Advocacy

One of the main activities of this network (PA5) is mentoring and advocacy, whereby early career researchers will be invited to lead workshops and network activities via flexible funding opportunities. More senior network members will also provide mentoring/advocacy partnerships to identify opportunities (prizes, fellowships, awards, invited lectures, government and professional advisory roles etc) and individuals from underrepresented backgrounds will be supported to apply.

7.2 Research Design

We will ensure that we have an inclusive approach to our research design, and the user voice is included in the research and/or consideration is given to ensuring diversity in study participants. The MG and the AB come from a diverse group and those voices will be represented in the research.

7.3 Collecting and reporting on sensitive data

In collecting, analysing, and reporting on data, particularly on sensitive diversity data, we will comply with the ethical codes, policies, and best practice in the sector. Sensitive data will be collected, stored, and managed within existing university protocols for managing data within the confines of the GDPR/Data Protection Act. In the first six months of the grant, we will identify those who need access to sensitive data within the MG, and appropriate data-sharing agreements will be sought across institutions for that purpose. Sensitive data will be treated with the strictest confidence, no information that has the potential to reveal an individual's identity will feature in outputs from the Network+ (unless otherwise pre-agreed with specific participants) and pseudonyms will be assigned. When collecting, analysing, and reporting on diversity data we will adopt an intersectional and inclusive approach.

7.4 Transparency, accountability, and improvement

We will be transparent about the data we collect and annually report on diversity data highlighting both key issues and actions we undertake to address them. The MG will report back on the actions outlined above to enable review of the network's activities at the 6-monthly AB meetings. Mechanisms such as anonymous reporting and feedback will be implemented so that any Network+ members can suggest changes or highlight areas for improvement. The MG will take remedial action where necessary.

7.5 Research Outputs

All research outputs will be accessible and inclusive, including imagery and language in showcasing research from the Network. Whenever possible, we will publish results as Open Access when allowed. We will try produce a variety of outputs to appeal to a wide audience.

Action 7a: Establish a mentoring and advocacy scheme for early career researchers by end 2023.

Action 7b: By end 2023, we will aim to allocate at least 25% of the Flexible Fund (c.£500,000) EDI initiative (FA2) and pump-priming for energy projects for underrepresented PIs (FA1)

8. Measuring Success

The MG will monitor and update this plan on an ongoing basis. In addition, the MG will measure the success this EDI action plan by examining engagement in relation to demographics and the number of organisations that we have reached in the following areas:

• Membership;

• Attendance at events;

• Allocation of Flexible funds:

  o Increased grant applications from underrepresented PIs to UKRI;

  o Identifying barriers, designing disruptive initiatives and publicising the findings widely to senior management in appropriate stakeholder organisations.

• Uptake and feedback from mentors/mentees;

• Mentoring/advocacy partnership success rates for opportunities identified (prizes, fellowships, awards, invited lectures, government and professional advisory roles etc);

• Data Collection;

• Feedback and engagement from stakeholders;

In addition, as part of the flexible funding call we will include the criteria for measuring success for the flexible funding in each of the proposals.

KPIs will be defined as part of the overall project development process. These will be discussed at the MG as they emerge and reviewed as the project progresses. Once we have defined the KPIs, they will be discussed at the AB and assessed as part of the annual monitoring, review and reporting processes.

9. Feedback and suggestions

As part of our continual improvement processes, we would welcome feedback and suggestions about this plan. Please contact us, either anonymously through the online form on our web-site or by email at ignitenetplus@strath.ac.uk.

Appendix A – IGNITE Network+ Code of Conduct

This code of conduct is our main reference for all IGNITE network+ behaviour and outlines standards of respectful and professional conduct, privacy requests, and reporting mechanisms. We expect Network+ members and contributors to adhere to these standards.

1. Inclusion and diversity

1.1. The IGNITE Network+ is centred around Equality, Diversity and Inclusivity (EDI), and EDI principles will be embedded in everything that we do.

1.2. We aim to use inclusive language that encourages everyone, regardless of their background and status, to participate in the group equally. This means that we consider how language could be interpreted by others, especially those from minoritised and underrepresented groups. Members are encouraged to consider using gender neutral language, whenever appropriate. Please reach out to other members if you are unsure whether the language you are using is appropriate.

1.3. Inclusion is a key part of our mission, and we try to be inclusive towards all members, with an emphasis on protected characteristics as defined by the Equality Act 2010. We recognise the importance of upholding marginalised people's safety over privileged people's comfort.

1.4. If speaking on behalf of the network, members should be careful when engaging with controversial issues. We should avoid providing a platform for individual viewpoints that counter our core mission.

2. Confidentiality

2.1 Discussion within the membership, including on email, social media (LinkedIn) and MS Teams (if appropriate), is assumed to be confidential. Permission to break confidentiality must be explicitly granted, but members should be mindful that online communications can be inadvertently be made public. It may be sensible to anonymise identifying information.

2.2 Public resources (e.g. websites, reports, articles, blogs) may be posted on the website; please contact the Programme Manager to include them.

3. Bullying and Harassment

3.1 This group is a bullying and harassment-free space. We do not tolerate bullying or harassment by and/or of members of our group in any form, and the following principles should be upheld:

a. All communication should be appropriate and be considerate of people from different backgrounds. This includes recognising that some experiences may be different to your own and it is important to acknowledge and listen to the experiences of all members.

b. Be kind to others, and do not insult or put down other group members even when disagreeing.

c. Exclusionary jokes are not appropriate in any form.

d. Do not deliberately misgender or use former or rejected names. If comfortable, members might consider adding pronouns to meeting name displays and/or clarify their pronouns or pronoun use.

3.2 Bullying and/or Harassment includes: offensive comments (either verbal or via online communications); deliberate intimidation, stalking, following, harassing, photography or recording; sustained disruption of discussions; inappropriate physical contact; unwelcome sexual attention. These can be related to protected characteristics and/or additional characteristics.

3.3 Members are individually responsible for considering the impact of their communication on others. Network members are not responsible for policing each other.

3.4 The Director, or an appropriate deputy (such as the Co-Directors), will discuss the code of conduct with individual members who violate these rules. If the code of conduct continues to be breached, a working group will consider the best course of action, which may include expulsion.

3.5 If a member sees someone being discriminated against, they are encouraged to support the person in the moment, not later. Interventions should be encouraged even if the target community is not present. By demonstrating that Network members don't find it appropriate we can help to change culture.

3.6 To report a breach of the Code of Conduct (including harassment), please see section 10 below.

4. Membership Roles

4.1 We have full and associate members; some of our members may be in leadership roles.

4.2 All members agree to this Code of Conduct.

4.3 Members may resign by sending an email to ignitenetplus@strath. ac.uk stating clearly that they would like to resign.

4.4 The governance structure of IGNITE Network+ [MG and AB] is maintained as a public document on the network web-site.

5. Website

5.1 We operate the website https://www.ignitenetplus.ac.uk. Use of the account is coordinated by the Programme Manager, who takes editorial control of website content. The look and feel of the website may evolve and change over time.

5.2 The website is operated to:

a. Support and advertise our mission and vision.

b. Provide an online "home" for the core activities of the network (supplementing our mailing list, and social media presences).

c. Archive our activities, including media work and campaigns.

d. Provide a contact point: "ignitenetplus@strath.ac.uk".

6. Social Media

6.1 We operate a Twitter account @IGNITEnetplus, a LinkedIn page and an unlisted closed LinkedIn Group for full members networking.

Broadly, these accounts exist to:

a. Share activities of the network and its members that reflect the vision and aims of IGNITE.

b. Promote change in the energy research community related to the vision and aims of IGNITE.

c. Cultivate supportive networks of individuals in furthering the vision and aims of IGNITE.

6.2   Please be aware that tweets may be "quote tweeted" out of context. If this happens, please ask for support from MG members. It may be in our interest to apologise, clarify, and retract statements from time to time. A retraction should be posted as a comment to a problematic tweet.

7. Mail List

7.1 We maintain a maillist via mailchimp, managed by the Programme Manager. The maillist is intended as a low volume channel for circulating newsletters, and information about initiatives to reach members and supporters beyond our Social media presence.

7.2 In all communication, we aim to use gender neutral and inclusive language.

8. Authorship

8.1 The network may be called to write evidence, letters or documents to further our vision and aims. Authorship should be considered to balance promoting IGNITE as a network while supporting individuals who take the lead on particular activities.

8.2 If you take lead authorship of a document but have support from the network, please be clear from the outset in how you wish to share credit.

8.3 If you are supporting a document, please be aware that you may not gain individual credit (e.g. being a named signatory) due to editorial constraints.

8.4 There will be opportunities for letters to be co-signed by supporters and members. Calls for co-signatories will normally be handled through an email to the maillist and tweets from the Twitter account. Document writing by members will be supported through discussions in MS Teams/ via email.

9. Meetings

9.1. Proactive efforts should be made to make meeting accessible (regardless of whether disabilities are visible or invisible) and inclusive.

10. Reporting mechanisms

If you see something inappropriate happening, a gentle reminder about the Code of Conduct is a productive response. If you believe a situation requires further intervention, you should report a breach of the Code of Conduct (including harassment), to the Director. All communication will be treated as confidential. If you do not feel comfortable contacting the Director, you may contact one of the Co-Directors, the Programme Manager or one of the other members of the Management Group or if more appropriate the Chair of Advisory Board (who is independent of the Management Group), indicating that you would like this to be treated in confidence. If you are a member of the Management Group who is approached by someone requesting assistance or to help resolve an issue, please provide support. If the approached network management group member does not feel comfortable or able to assist, please discuss possible options with the requester before approaching another management group member.

11. Sanctions

When someone is asked to stop any behaviour that makes others uncomfortable, they are expected to comply immediately. In response to inappropriate behaviour (e.g. sexual content, rudeness, unprofessional) the MG may take any action they deem appropriate, including warning the person in question, removing them from a mailing list or asking them to leave the network.

Specific actions may include but are not limited to:

- asking the person to cease the inappropriate behaviour, and warning them that any further reports will result in other sanctions
- requiring that the person avoid any interaction with, and physical proximity to, another person for the remainder of the event/activity
- early termination of a talk that violates the policy
- not publishing the video or slides of a talk that violates the policy
- not allowing a speaker who violated the policy to give (further) talks at the event
- immediately ending any responsibilities or privileges held
- requiring that the person immediately leave the network and not return
- blocking the person on social media platforms (for a defined time period)
- banning the person from participating in the network and removing their membership (for a defined time period)
- publishing an anonymous account of the harassment
- reporting the incident to the person's employer

Any action(s) which violate the law will be passed over to the appropriate authorities.

12. Changes to the Code of Conduct

Any changes to the Code of Conduct need to be agreed by vote called by a member of the Management Group or Advisory Board. Other members can recommend changes by contacting the Programme Manager. We will provide a two week notice period for each vote. Changes will need to be agreed by >50% of the voting members.

Appendix B – The Network Management and Advisory Board

The network membership includes the Partners/Management Group and Advisory Board. This list is correct at the date of publication and may change over time, the most Up-To-Date version is available on the IGNITE Network+ web-site

Partners/ Management Group

Prof Rebecca Lunn (Chair), IGNITE Network+ Director

University of Strathclyde, Professor of Engineering Geosciences

Prof Tanvir Hussain, Co-Director

University of Nottingham, Professor of Coatings and Surface Engineering

Prof Anna Korre, Co-Director

Imperial College London, Professor of Environmental Engineering

Dr Neha Chandarana, Co-Investigator

University of Bristol, Lecturer in Bio-based and Sustainable Composites

Prof Aoife Foley, Co-Investigator

University of Manchester / Queen's University Belfast

Chair in Net Zero/ Professor of Energy Systems Engineering

Dr Jessica Gagnon, Co-Investigator

University of Manchester, Lecturer in Education

Prof Mustafa F. Özbilgin, Co-Investigator

Brunel University London, Professor of Organisational Behaviour

In Attendance:

Dr Marco Reggiani

University of Strathclyde, Research Associate

Ms Claire Scott (Clerk)

University of Strathclyde, Programme Manager

Advisory Board

Prof Rachel Oliver (Chair)

University of Cambridge, Professor of Materials Science

Lynsey Atkinson

Offshore Renewable Energy Catapult, Head of HR

Prof Konstantinos Chalvatzis

University of East Anglia, Professor of Sustainable Energy Business

Prof Liana Cipcigan

University of Cardiff, Professor of Smart Grids and Sustainable Transport

Elizabeth Donnelly

Women's Engineering Society, Chief Executive Officer

Dr Agusti Egea Alvarez

University of Strathclyde, Senior Lecturer, Electronic and Electrical Engineering

Alasdair Henderson

BAM Nuttall Ltd Royal BAM Group nv, Executive Director of BAM Ireland

Prof Saiful Islam

University of Oxford, Professor of Materials Modelling

Dr Julie Jebsen

University of Manchester, Lecturer in Organisational Psychology

Prof Mercedes Maroto-Valer

Heriot-Watt University, Deputy Principal (Global Sustainability)

Prof Robert Mokaya

University of Nottingham , Professor of Materials Chemistry and Pro-Vice-Chancellor for Global Engagement

Dr Katie Nicoll Baines

University of Edinburgh, Equality, Diversity, and Inclusion Manager, Future Leaders Fellows Development Network

Prof Catalina Spataru

University College London, Professor of Global Energy and Resources

Prof Valeska Ting

Australian National University, Professor of Smart Nanomaterials

Prof Jan Webb

University of Edinburgh, Professor of Sociology of Organisations

Prof Tom Welton

Imperial College London, Professor of Sustainable Chemistry

Prof Lesley Yellowlees

University of Edinburgh, Professor Emerita in Inorganic Electrochemistry

Representative tbc

Hitachi Europe Ltd ABB Power Grids UK

In Attendance:

Prof Rebecca Lunn

University of Strathclyde, Professor of Engineering Geosciences and IGNITE Network+ Director

Dr Isabella Panovic

Energy & Decarbonisation, Engineering & Physical Sciences Research Council (EPSRC) Senior Portfolio Manager

Claire Scott (clerk)

University of Strathclyde, IGNITE Network+ Programme Manager

Appendix C – Equality Impact Assessment (EIA) form

A: Why do we conduct Equality Impact Assessments?

Equality Impact Assessment is a key part of the development of new and existing activities/ initiatives. It helps the network to make sure that our practices are the most effective that they can be for all of our stakeholders.

B: When do we conduct Equality Impact Assessments?

- Early in the development of a new activities/ initiatives or
- Early in the review process of an existing activities/ initiative.

C: Activity/initative title and outline	D: Who will be affected?	E: Who has been consulted?

G: Are there any potential equality impacts?		
Equality consideration	Impact category (neutral/positive/ negative)	Details of impact
Elimiate discrimination, victimisation and harassment		
Advance equality of opportunity between different groups		
Foster good relations between different groups		

H: Summary of outcome	I: Action to be taken

J: Department and EIA owner	K: Date of assessment	L: Review due date

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