DTE Network

DTE Network+

Equality, Diversity & Inclusion Strategy Document

Equality, Diversity and Inclusion (EDI) Strategy

Dr Pietro Tricoli, EDI Coordinator

Prof. Liana Cipcigan

1. Vision

The network is committed to Equality, Diversity and Inclusivity (ED&I), building upon best practice embedded within partner institutions. Our aim is to establish an inclusive culture which welcomes and ensures equal opportunities for all regardless of age, ethnicity, disability, family structure, gender, nationality, sexual orientation, race, religious or other beliefs, and socio-economic background.

2. EDI Background of participating institutions

a) Cardiff University

Cardiff University is the top UK University in the Stonewall Top 100 (14th) Workplace Equality Index; holds an Athena Swan Bronze award; is a signatory to the Concordat to support the Career Development of Researchers; is working towards the Race Equality Charter; established the Cardiff Women in Science (CWIS) network in 2013; and is the first organisation in Wales to host Project SEARCH, a programme to give work experience to young people with learning difficulties. The University also has strong advocates and role models for equality and diversity across all levels.

b) Cranfield University

Cranfield University holds an institutional bronze Athena Swan award and HR excellence in research accreditation. Cranfield is also a member of Advance HE, the Women's

Engineering Society and Working Families. For the University, diversity goes beyond simply that which is expected by law. The Diversity and Inclusion Strategy and action plan, supported by a range of policies and procedures, highlights how the University is going beyond these obligations. The University also publishes an annual Diversity Monitoring and Action Plan.

c) University of Birmingham

The commitment to equality of the University of Birmingham has been recognised nationally. We are
a Stonewall Top 100 employer and our year of Advancing Equality in Employment in 2014 was recognised as nationally outstanding in the UK's HR Excellence Awards. The University joined the Athena Swan charter in 2011 and holds a Bronze Athena Award.

d) University of Bristol

The University of Bristol was a founder, and remains a member, of the Russell Group Equality Forum. The Forum meets twice a year to share good practice and compare progress on equality and diversity issues. The University of Bristol is a founder member of the Royal Society Athena SWAN Charter and is proud to have been one of the first universities to be awarded the Athena SWAN Bronze Award. The university currently hold a Bronze Institutional Award, and the Gender Equality Group takes responsibility for its implementation and monitoring its progress. The University is part of the Stonewall Diversity Champions programme, the leading employers' programme for ensuring all LGBT staff are accepted without exception in the workplace.

e) University of Southampton

The University of Southampton is a founding signatory of the Athena Swan Charter and since 2016 holds a silver-level award. The University has been a Stonewall Diversity Champion since March 2010. The University has a Diversity Team responsible for responding to and implementing the University's equality and diversity commitments.

For any queries, please email transport@dte.network
https://dte.network/contact

3. Governance of the DTE network and EDI

The governance of the DTE Network includes:

A. **Management Team**: Professor Liana Cipcigan (Chair), Professor Patrick Luk, Professor John Preston, Dr Pietro Tricoli, and Professor X Yuan.
The Management team will provide leadership to the participants to ensure the delivery of the research projects and the correct implementation of the network.

B. **Advisory Board**: Senior representatives from the network's stakeholders
The Industry advisory board will provide input to the strategic direction of the project. They will also provide their view to replicate the activities of the network and pathways to follow-on the research undertaken in the project.

C. **Steering Board**: Technical experts from the network's stakeholders
The steering board will help promote the network events. They will also provide technical support to the researchers involved in the network's project.

D. **EDI Working Group**: Dr Pietro Tricoli (Chair), Prof. Carol Featherston, Dr. Georgina Santos, Dr. Dimitrios Potoglou
The EDI working group will address equality/diversity/inclusion aspects when advertising and organising events and research projects, for recruitment and dissemination and will monitor the delivery of each pilot project.

For any queries, please email transport@dte.network
https://dte.network/contact

4. DTE events with EDI focus

DTE network will organise events on International Women in Engineering Day, inviting female speakers working in the field. These events will be co-sponsored by Athena Swan in Cardiff School of Engineering.

The DTE network will work with the IEEE UK and Ireland Women in Engineering Affinity Group Committee to invite female speakers and attendees to the events.

The DTE network will reach the IEEE, EDI group of IET, IMechE, Royal Academy of Engineering and Royal Aeronautical Society women's group "Women in Aviation" to promote females in engineering.

5. DTE "Plus fund"

The DTE "Plus Fund" will be used to support network members with additional needs e.g. to cover childcare cost for conference attendance, or participation of training sessions and other DTE Network events. The EDI working group will create a document to identify eligibility and maximum amount of support per applicant per event. This will be then used to create specific sections of the advertisement of the network's events offering support for potential attendees.

6. EDI-informed DTE recruitment strategy

The DTE recruitment strategy will ensure successful and timely recruitment of each researcher and the DTE Network Manager. Excellence will be the key criteria for recruitment to ensure DTE network obtain maximum benefit while ensuring equal opportunities for applicants with a diverse background and/or from underrepresented categories of workers. The key points of the recruitment strategy are:

For any queries, please email transport@dte.network
https://dte.network/contact

A. Beneficiaries will receive clear guidelines on recruitment (eligibility criteria etc).

B. Vacancies will be advertised widely through a variety of formal and informal channels, including female-specific domains (e.g. women's engineering societies). Where regulations allow, adverts will state that female candidates are particularly encouraged to apply. Researchers with refugee status are also welcomed to apply.

C. The appointment panel will ensure that women are represented at this decision-making stage whenever possible.

D. All participants in the network, regardless of gender, will be invited to declare commitments which may require flexibility from the host institution (e.g. flexible working hours).

7. E-inclusion

The DTE network is committed to promoting e-inclusion for all the members of the network and the general public as a fundamental part of the development of the project.

8. EDI key performance indicator (KPI)

The EDI working group has devised the following set of KPI's in line with the objectives and actions outlined above to enable review of the network's compliance at the quarterly Management team's meetings and take remedial action where necessary:

1. Number of applications from female academics for network projects: we expect at least 30% of the applications led by a female PI.

2. Number of applications from young academics of any gender for network projects: we expect at least 20% of the applications led by an academic person with less than 5 years of experience as independent researcher (full time equivalent)

3. Number of female postgraduate researchers in the network: we expect at least 30% of the researchers recruited in the network to be female.

4. Number of female attendees at network events: we expect at least 30% of the attendees to network events to be female.

For any queries, please email transport@dte.network
https://dte.network/contact