



# Equality, Diversity and Inclusivity

## Why diversity matters

At the SusHy CDT we appreciate that diverse teams are more successful which is why Equality, Diversity and Inclusivity (EDI) are at the heart of our operations. The positive evidence for this is all around: companies with diverse workforce are more productive and those with diverse boards are more profitable. Ignoring diversity has negative impacts, e.g. products failing certain sections of the customer base.

The SusHy programme aims to train the energy leaders needed to meet the net-zero global challenge, which will require leading successful innovation teams informed by diverse perspectives.

## What SusHy is doing

SusHy has recruited amazing individuals from a diverse talent pool who are contributing to the success of the CDT. Our recruitment is guided by EDI best practice and this year we have worked with Diversity by Design consultants to develop a strategy focussed on recruiting a diverse cohort. The CDT has an EDI training framework for everyone—students through to supervisors—and supports students, early career academics and those returning after a career break. Some examples include a student EDI forum where issues can be raised, supporting student-led initiatives (e.g. buddy scheme and the International Women’s Day SusHy Seminar), being responsive to care responsibilities outside of work and an EDI fund to assist students where mobility would otherwise prevent participation in CDT activities. SusHy has become proud partner of Women’s Engineering Society (WES) and Women in Science and Engineering (WISE) and offers free membership to both societies for our students and staff.

## Challenges for SusHy

SusHy is always seeking to improve and aims to strengthen the supportive environment so that everyone feels equally valued and no one is impeded from achieving their full potential. The recruitment stretch-objective is to have a cohort which reflects the diversity of the UK. This has been achieved for ethnic minority groups and other measures of diversity, but gender parity has yet to be achieved. The new recruitment strategy increased interest from potential female applicants and the focus this year will be converting that interest into applications.