



Equality, Diversity and Inclusion – 2020 Statement

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: some products fail certain sections of the customer base; a result of innovation teams not listening to diverse voices.

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 (from the wording of adverts through to anonymised shortlisting). 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 providing a space where concerns and issues can be raised, being responsive to care responsibilities outside of work and an EDI fund to assist students with mobility issues to participate in CDT activities or events.

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, but the gender balance, although improving, has yet to achieve parity. A refreshed recruitment drive for 2021, guided by Diversity by Design, will strive for a better-balanced cohort.