



## **Information Sheet for Organisations**

### **EDI+ A research, innovation and training network for Equality, Diversity and Inclusion in the energy research community.**

EDI+ is led by Durham University and Northumbria University and offers a comprehensive training programme for colleagues working in organisations that carry out research and/or innovation, generating new thinking in the Energy Sector.

We are inviting applications to the EDI+ training programme, funded by EPSRC. The programme has received ethical approval from Durham University, School of Education Ethics Committee on 28<sup>th</sup> March 2023.

#### **What is the aim of the EDI+ training programme?**

Participation in the EDI+ Fellowship Programme entails designing, implementing and reviewing an intervention to improve equality, diversity and inclusion in your organisation. There is a commitment of 0.2FTE (i.e., 1 day per week for a full-time employee) to be a Fellow on the programme, which will include a range of structured training, mentoring activities and community activities, alongside designing and testing initiatives aiming to improve EDI in your organisation. The findings from the work of the Fellows will be shared with the wider community with the aim of making real change in EDI in the energy research sector.

#### **Who can take part?**

To be eligible to participate in the programme Fellows must:

- work in an organisation engaged in research in the energy sector, including Higher and Further Education Institutions, businesses, government organisations, industry and third sector organisations;
- live in the UK;
- be based in the UK for work;

Applicants are expected to have discussed the requirements of the programme with their organisation before applying.



## **What does being a Fellow involve?**

Being a Fellow on the EDI+ programme involves participating in a range of activities over the two-year programme, which will include:

- Monthly training sessions covering:
  - leading organisational change (including how to: research your local context, review policies and practice, evidence and influence the need for change, implement and review organisational change)
  - research informed programme design and evaluation (including how to: design evidence informed programmes, measure and monitor impact and implementation)
  - Equality, diversity and inclusion (including engaging with the latest evidence for EDI initiatives and cutting-edge research in EDI)
  - Dissemination and communication skills (including how to publish and disseminate outcomes to different audiences and in different formats)
- Participation in a Professional Learning Network (PLN) with monthly facilitated sessions with fellows in your cohort
- One-to-one coaching sessions to help you prioritise your research and ability to make changes
- A programme mentor to support you as you conduct your research project
- A cross-institutional Reciprocal Mentoring programme with a senior leader from another organisation (which will include training in how to most effectively engage with reciprocal mentoring)
- The opportunity to attend wider EDI+ network events.

The training events and PLN will be a mixture of face to face and online and will include a two-day in-person programme every six months.

## **What commitment is required?**

### ***Fellows***

If a Fellow is offered a place and they accept, we expect them to spend 0.2FTE of their working time at your organisation for the two-years of the programme carrying out activities related to the EDI+ programme. This includes attending the monthly training programme (including a two-day in-person session every six months), engaging with the Professional Learning Network, participating in cross-institutional reciprocal mentoring, undertaking EDI related research which will be agreed with the EDI+ programme team, and engaging with wider network activities.

All Fellows are required to attend the two-day launch in Durham on 10<sup>th</sup> and 11<sup>th</sup> October 2023 in person.



It is expected that Fellows will attend 70% of training and PLN sessions and miss no more than 2 consecutive sessions. However, we understand that individual circumstances can at times be challenging and we encourage Fellows to communicate with us if they are encountering any difficulties so that we can work to accommodate individual needs wherever possible.

A detailed list of all the requirements for Fellows can be found on the EDI+ website. We recommend Fellows review these in detail before applications are submitted. If you have any questions, please contact [ediplus@durham.ac.uk](mailto:ediplus@durham.ac.uk).

### **Organisations**

Organisations must commit to the Fellow being released for 0.2FTE to participate in the programme activities and to providing travel, accommodation and subsistence costs to enable them to participate in the in-person activities.

We also require organisations to provide a named senior leader to participate in a cross-institutional Reciprocal Mentoring programme. This will involve attending one training session and participating in up to three one-hour mentoring sessions.

A detailed list of all the requirements for organisations can be found on the EDI+ website. We recommend organisations review these in detail before applications are submitted. If you have any questions, please contact [ediplus@durham.ac.uk](mailto:ediplus@durham.ac.uk).

### **What is the timeline for the programme?**

Applications open in early May 2023 and close in mid-June 2023. We will contact shortlisted applicants to participate in a short conversation online with the recruitment panel. This conversation is intended to be a two-way discussion to give the programme a chance to find out a little more about what they hope to get out of the programme and why they are interested in applying.

All applicants will be notified of the outcome of their application by the end of July 2023.

Launch/applications open: [OBJ]	2 <sup>nd</sup> May 2023 (midday)
Applications close: [OBJ]	12 <sup>th</sup> June 2023 (23.59)
Shortlisting deadline: [OBJ]	19 <sup>th</sup> June 2023
Conversations (online): [OBJ]	w/c 26 <sup>th</sup> June 2023
Offers made: [OBJ]	mid July 2023
Programme launch (in person session)	10 <sup>th</sup> -11 <sup>th</sup> October 2023
In person session	5 <sup>th</sup> – 6 <sup>th</sup> March 2024
In person session	10 <sup>th</sup> – 11 <sup>th</sup> September 2024
In person session	4 <sup>th</sup> – 5 <sup>th</sup> March 2025
In-person end of Fellowship conference	9 <sup>th</sup> – 10 <sup>th</sup> September 2025



## How much does it cost to participate?

There is no cost to participate, however, we require organisations to commit to releasing the Fellow for 0.2FTE for two-years to participate in the programme and to pay for travel, accommodation and subsistence costs for in-person events. We also expect a commitment from organisations to provide a senior leader to participate in the Reciprocal Mentoring programme.

For participants in Further Education or Higher Education institutions, there is a fellowship bursary available that will cover 0.2FTE of the Fellow's costs (up to a maximum of £50K) as well as providing up to £2000 to cover travel, accommodation and subsistence costs.

## Is there any information I can give to employees I think would be interested?

Yes, there is an information sheet for Fellows. Please visit the EDI+ website to download a copy.

## What happens next?

We will be holding information sessions for potential applicants on the following dates

9<sup>th</sup> May 2023 1330-1430, Online via Zoom – email [ediplus@durham.ac.uk](mailto:ediplus@durham.ac.uk) to register

16<sup>th</sup> May 2023 1200-1300, Online via Zoom – email [ediplus@durham.ac.uk](mailto:ediplus@durham.ac.uk) to register

If you have any questions and cannot attend the information sessions, please feel free to contact us at [ediplus@durham.ac.uk](mailto:ediplus@durham.ac.uk).

## Who do I contact if I have any questions or concerns about this study?

Co-PIs of the EDI+ programme: Prof. Simone Abram (Dept. of Anthropology) and Dr Helen Cramman (School of Education)

For more information about the EDI+ programme email: [ediplus@durham.ac.uk](mailto:ediplus@durham.ac.uk)

Website: <https://ediplus.webspace.durham.ac.uk/>

If you remain unhappy or wish to make a formal complaint, please contact [research.policy@durham.ac.uk](mailto:research.policy@durham.ac.uk).

