# The Industrial Decarbonisation Research & Innovation Centre

# IDRIC



*Equality, Diversity & Inclusion Longitudinal Study 2021-2022*

UK Research and Innovation

# Executive Summary

This section outlines the key findings from a longitudinal study of n=105- employees in total who were working on one of IDRIC's many projects, which explored their lived experiences. 62 employees responded to the first survey, 55 answered some or all the questions, with **89%** completing it. 54 employees responded to the second survey, 50 answered some or all the questions, with **93%** completing it.

**Survey uptake**
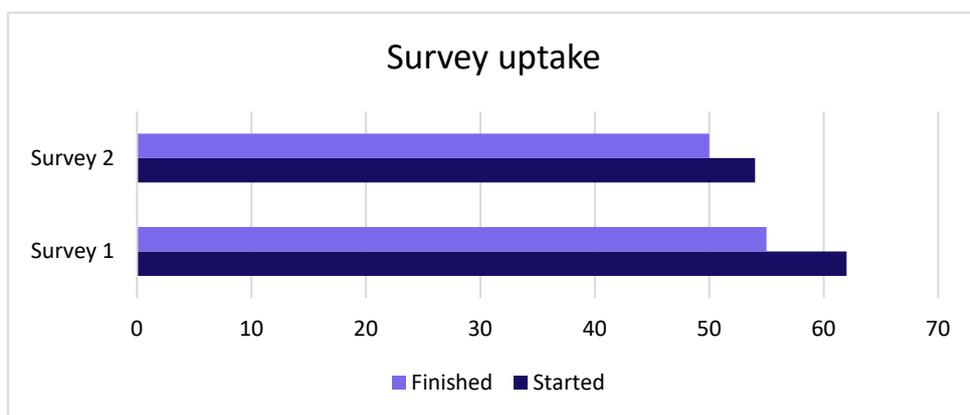


There was a significant difference in the measure of 'any condition that has had a significant day-to-day effect for 12 months or more' – the definition of disability according to the Equality Act 2010. In the first survey, **11%** of respondents identified as having a disability under this definition, and **19%** in the second. This compares to data collected by the Higher Education Statistics Agency which records the number of academic staff who 'disclose a disability' as <5%[1]. There are substantial implications that disability is underreported.

**Condition 12+ months**



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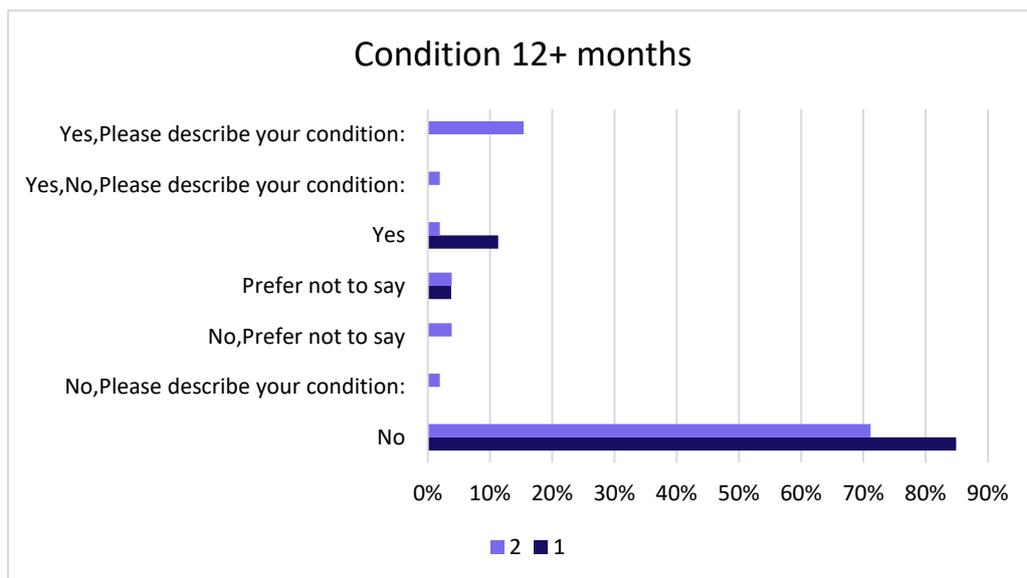
[1] Higher Education Staff Statistics: UK, 2020/21, https://www.hesa.ac.uk/data-and-analysis/sb261/figure-5

There was a significant difference in the measure of respondents with caring responsibilities, with **28%** in the first survey and **60%** in the second survey. Further, respondents with accommodations in place were recorded as **33%** in the first and **15%** in the second surveys.
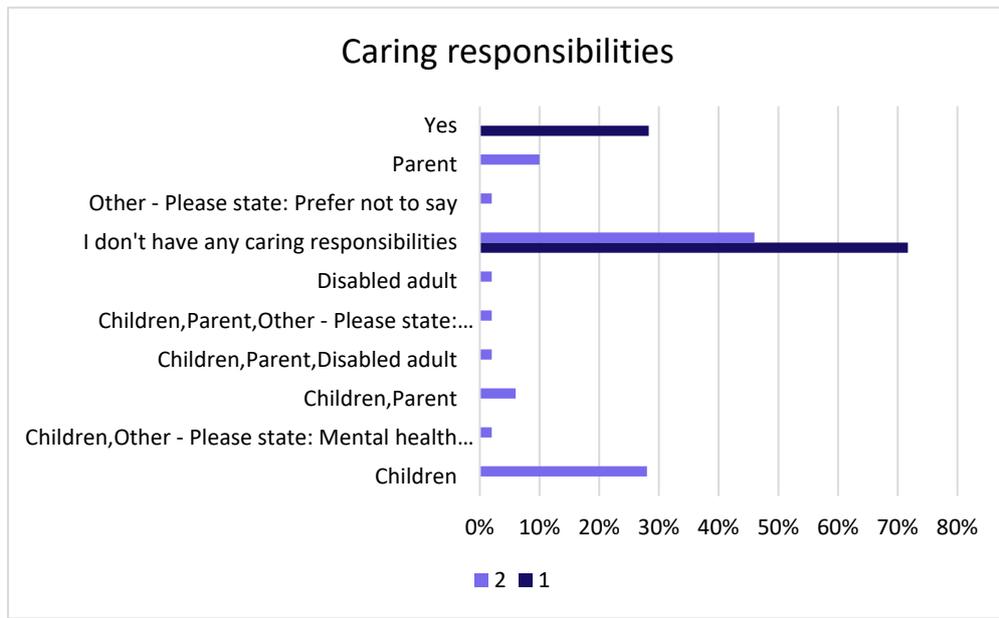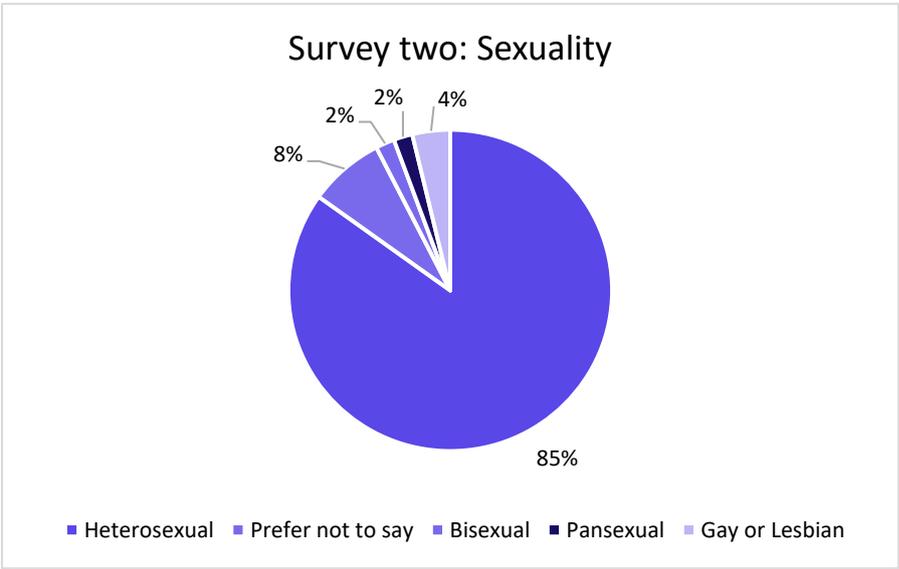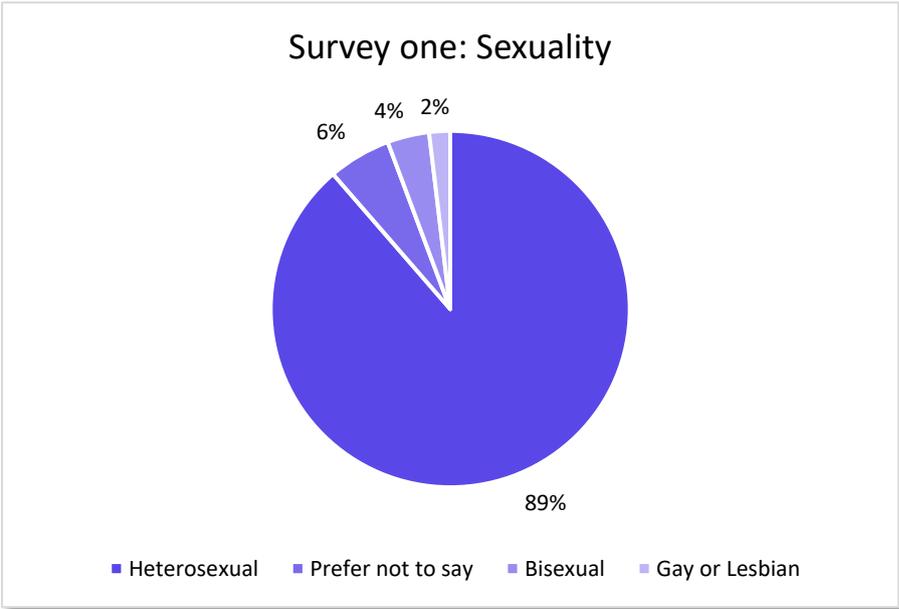


Data evidenced that **60%** of respondents had had Covid-19, compared to **19%** from the first survey. **4%** of respondents reported experiencing long-Covid, compared to **10%** from the first survey.
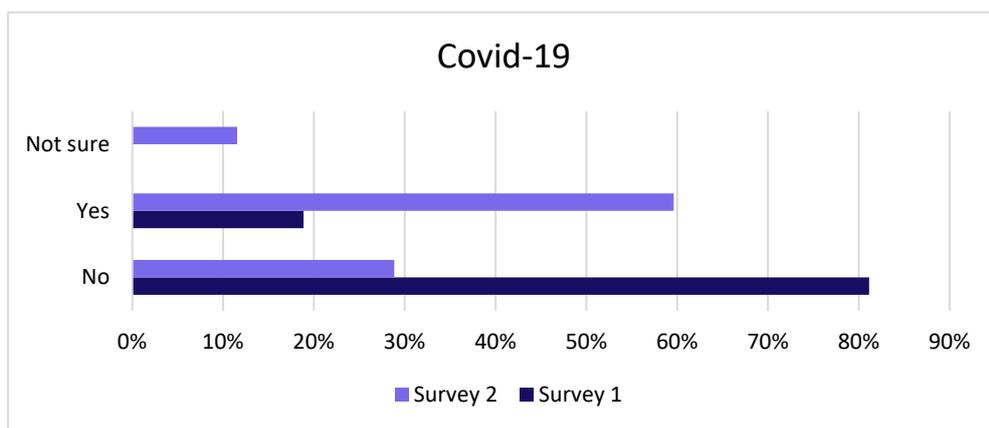


The results of survey one focused on the workplace, where **21%** of respondents had considered not going to a meeting due to possible discrimination or because they felt unsafe. Data showed a concern around how meetings are organised and function.

The second survey recorded a difference in gender and sexual orientations with **2%** of respondents identified as non-binary, **2%** as pansexual and **4%** identified as gay or lesbian, double that recorded in the first survey.

## Survey one: Sexuality



4%  2%
6%

89%

■ Heterosexual   ■ Prefer not to say   ■ Bisexual   ■ Gay or Lesbian

## Survey two: Sexuality



2%  4%
2%
8%

85%

■ Heterosexual   ■ Prefer not to say   ■ Bisexual   ■ Pansexual   ■ Gay or Lesbian

**85%** of respondents from survey one had suggestions for inclusion and diversity training, nearly double that of the suggestions made in the second survey (**44%**). Many of the responses from both surveys show an interest in sensitivity training on gender diversity, specifically different identities, and how to use the correct language to address others.

# Background

The climate crisis is one of the most important issues that the world is facing today. Scientific research that delivers urgent solutions is currently underway. Due to the collaborative nature of scientific research, having diverse research teams in our community brings different perspectives that can drive innovation and scientific excellence. How can we support the researchers who work in the energy transition research community? The UK Industrial Decarbonisation Research and Innovation Centre (IDRIC) can offer improvements for working environments and career progression by finding out about their make-up.

Working with 23 partner research institutions, IDRIC asked employees from our research community about their experiences of diversity. Surveys were created and distributed to partners in December 2021, the second was shared in June 2022, and the third will be distributed in December 2022. This longitudinal study is part of IDRIC's EDI strategy, which was designed to give us an overall picture of employees' lives and monitor any significant differences that they highlighted. We want to create a diverse workforce and inclusive working environment for all.

# Methodology

## *Study design*

Data were collected from two survey waves over a period of six months Individuals working on an IDRIC project were invited via email to complete an online survey administered using Quatrics, an online survey platform. The landing page contained information about how data would be used and asked respondents to give their consent before engaging further with the survey. The longitudinal study sought to understand the make-up of the workforce employed on IDRIC projects. However, it should be noted that this is a difficult group to draw a boundary around, as some will be contractors or on fixed-term contracts.

Sociodemographic questions were designed to provide data relating to:

- sexuality
- gender
- race / ethnicity
- relationship status
- caring responsibilities
- who they lived with
- whether respondents' parents / guardians or caregivers had attended university

Health-related questions asked whether respondents:

- identified as disabled
- had had Covid-19
- experienced long-Covid
- or any condition that has had a significant day-to-day effect for 12 months or more

Workplace questions assessed whether respondents had:

- accommodations at work
- considered not going to a meeting because they felt they may be discriminated against or felt unsafe
- what they would like IDRIC's EDI training to include

Data were analysed using MS Excel due to the small dataset. Descriptive statistics were used to establish a baseline to describe the sociodemographic and other characteristics. Subsequent analyses focused on any developments or changes in respondent responses.

A full list of survey questions can be found in *Appendix 1*.

# Training suggestions

Respondents shared their ideas about what should be included in IDRIC's network-wide EDI training, such as addressing institutional racism and sexism. Respondents stressed the importance of EDI training for improving the workplace, addressing issues such as sexism and harassment, and contributing to an inclusive environment for everyone. Specifically, respondents asked for training on avoiding bias in recruitment, bystander training and research leadership for women.

## *In general*

Respondents reflected on the need for a greater understanding of EDI, including poor practices, and how training can foster inclusion and improve diversity across IDRIC.

> *How to improve EDI within your business to enable inclusivity.*

> *It must cover and explore poor EDI practice and how it commonly alienates non-protected groups and undermines its application. Examples of discrimination for all must be covered.*

> *I think that a number of inclusion and diversity issues should be considered, from early career, through to later stages, i.e., ensuring opportunities for disadvantaged members of society, but also parental responsibilities (men as well as women), caring for relatives.*

## *Practices and behaviours*

Many respondents requested practical strategies for how to support others when seeing problematic behaviours, how to foster more inclusive teams, and reduce managerial bias in decision making.

> *How to call out discrimination (effective bystander).*

> *How to improve EDI (e.g., representation in senior management and equal pay conditions etc) in highly competitive environments for various underrepresented groups.*

## *Gender and race*

Respondents expressed an interest in training on gender diversity concerning identity. Others wanted training to be used to combat sexism and discrimination. One suggestion for training was to address the lack of women in leadership roles.

*Also, inclusion in relation to physical disabilities, but also mental health issues and the potential impacts of perimenopause. IDRIC should include awareness and sensitivity training around all these issues to ensure that the needs of others are considered to avoid bias and discrimination.*

*Awareness and how to support colleagues - I am fortunate to not experience workplace discrimination, I feel fairly sure I could identify it, but it would help to know better and be trained in how I can support those who do experience this and help support progress.*

*An understanding of non-gender specific terminology, e.g. How do I address someone who is gender neutral in official communication.*

# Appendix 1

*Survey One Questions*

Excluding the initial request for consent a total of twenty questions were asked, four of which asked respondents to use their own words for the answer. The *italicised* questions indicate the option of multiple choice or text-based response.

1. *How would you define your gender?*
2. *Does your gender match the sex assigned at birth?*
3. *What is your relationship status?*
4. *Please describe your sexual orientation - Selected Choice*
4b. *Please describe your sexual orientation - Other [please describe] - Text*
5. *List of Countries*
6. *How would you describe your ethnicity? (taken from the census)*
7. *We have included the standard categories for gender and ethnicity in this survey to contribute to existing monitoring, but we would also very much like you to tell us in your own words how you self-identify? (e.g., White and Asian woman, trans man, disabled woman?)*
8. *Do you have any condition which has had a significant effect on you day to day for 12 months or more?*
9. *Do you have any accommodations in place at work?*
10. *Have you had Covid-19?*
11. *Have you experienced Covid-19 related symptoms for more than 12 weeks post infection e.g., fatigue, memory fog, breathlessness, anxiety (symptoms of Long-Covid or post-Covid syndrome)?*
12. *Did one or both of your parents (or guardians) attend university?*
13. *Are you a carer? Do you have caring responsibilities?*
14. *Please specify your caring responsibilities e.g., children, disabled adults (you can choose more than one option). - Selected Choice*
14b. *Please specify your caring responsibilities e.g. children, disabled adults (you can choose more than one option). - Other - Text*
15. *Please describe your domestic circumstances - Selected Choice*
15b. *Please describe your domestic circumstances - Other - Text*
16. *Have you ever considered not going to a meeting because you feel you may be discriminated against or feel unsafe?*
17. *IDRIC will be providing inclusion and diversity training across the network – in your own words, what would you like this training to cover?*

## Survey Two Questions

Excluding the information that outlined our use of personal data privacy and asked respondents to confirm that they consent to this study a total of fifteen questions were asked, two of which asked for respondents to describe or use their own words for their answer. The *italicised* questions indicate the option of multiple choice or text-based response. These have been streamlined and shortened from the first round, to inspire a higher rate of completion.

1. *Please select the categories that best describes your gender identity: (Select as many that apply)*
2. *Please select the categories that best describes your sexuality: (Select as many that apply)*
3. *Please select the categories that best describe your ethnicity: (Select as many that apply - categories used by UK Government)*
4. *Please tell us which country or countries you are from?*
5. *Do you have any condition that has had a significant effect on you day to day for 12 months or more? - for example, a mental health or physical condition (including undiagnosed conditions like ADHD or dyslexia)*
6. *Do you identify as disabled?*
7. *Do you have any accommodations in place at work?*
8. *Have you had Covid-19?*
9. *Have you experienced Covid-19 related symptoms for more than 12 weeks post-infection? e.g., fatigue, memory fog, breathlessness, anxiety (or other symptoms of Long-Covid or post-Covid syndrome)*
10. *Did one or both of your parents, guardians or caregivers attend university?*
11. *Please select the categories that best describe your caring responsibilities: (Select as many that apply)*
12. *Please select the categories that best describe your living situation.*
13. *What is your relationship status?*
14. *Have you ever considered not going to a meeting because you feel you may be discriminated against or feel unsafe?*
15. *IDRIC will be providing inclusion and diversity training across the network - what would you like this training to cover?*