NCEO EDI Plan: Year 2 Actions

NCEO has a rolling 3-year EDI action plan organised around four Themes: 1) *Promoting and embedding inclusive culture*, 2) *Equipping leaders to demonstrate commitment to EDI, 3) Inclusive career development opportunities, and, 4) Outreach to support building a diverse pipeline of future scientists.*

As a distributed centre, NCEO staff are embedded in the culture and policies of their institutions as well as NCEO initiatives. This has benefits (sharing of good practice) and challenges (less influence over working conditions and practices). Funding from Year 1 of the Supporting Community Diversity Fund has allowed us to deliver actions under three of our NCEO themes (1, 2 and 4). In Year 2, we will build on Year 1 activities, utilising data from our survey (Jan 2024), developing leadership support for EDI more widely across the organisation, and deepening our NCEO EDI identity and aims to cover policies and practices, as well as visibility internally and through our outreach programmes. We will also start actions for our Theme 3.

As a joint action with other NERC centres and facilities, we will be establishing a Resource Hub in order to pool and share best practices, resources, and expertise in EDI initiatives (see page 3, ECN Actions).

Action	Outputs, outcomes and impact	Focus period
Grow the EDI Working Group (EWG) **(NERCDILAP Priority Area 1 and 3, and NCEO Theme 1)**	**Outputs and outcomes**: 1) Improved understanding of EDI among group members and the broader organisation. 2) A more diverse and representative EWG that reflects the organisation's demographics. 3) Action plan evolves to reflect progress and feedback **Impact:** Different institutions, career stages and personal characteristics are represented on the EDI Working Group. The EWG members are actively engaged in delivering and evolving the action plan.	Throughout the year Apr 24 - Mar 25
Establish NCEO-wide robust policies, procedures and practices that support equity, diversity and inclusion **(NERCDILAP Priority Area 1,3 and 4, ECN Action 1, 2 and 3, and NCEO Theme 1 and 3)**	**Outputs and outcomes**: 1) Current institutional policy and practice review report accessible to all NCEO staff. 2) NCEO wide practices concerning performance discussions, return from parental leave developed and adopted consistently. 3) Institutionalise mentoring support for stepping up e.g., promotion mentoring or proposal mentoring 4) Response to inclusivity issues identified from Jan 2024 NCEO staff survey. **Impact:** Centre-wide awareness of and engagement with EDI principles. – as measured in an awareness survey at the staff meeting in 2025. NCEO staff experience added value from EDI initiatives encouraging retention of a diverse community at all levels	1. Apr 24 - May 24 2. Apr 24 - Jul 24 3. May 24 - Sep 24 4. Apr 24 - Sep 24

Provide access to up-to-date EDI training **(NERCDILAP Priority Area 4, ECN action Action1, and, NCEO Theme 1)**	**Outputs and outcomes:** 1) Gap analysis of existing training in NCEO institutions. 2) New training courses developed in collaboration with other NCEO and NERC centres **Impact:** NCEO staff access EDI training and are more competent and confident about behaving inclusively and equitably	1. Apr 24 - Jul 24 2. Jul 24 -Mar 25
Support sustained and visible leadership commitment to EDI at the most senior levels and develop the EDI competence and confidence of a wider group of leaders **(NERCDILAP areas 3 and 4, NCEO theme 2)**	**Outputs and outcomes:** 1) EDI working group evaluations of progress shared at directorate meetings. 2) Staff meetings include EDI focussed sessions and activities led by senior leadership team, 3) EDI objectives defined in leadership role specifications 4) Roll out Consciously Inclusive Leadership programme to NCEO Institutional and programme leaders (15) **Impact:** Increase in survey scores around leadership commitment to EDI, 15 additional leaders have completed EDI training programme	1.Apr 24 - Mar 25 (once a month) 2. Sep 24 & Jan 25 3. Apr 24 - Oct 24 4. Apr 24 - Mar 25
Develop consistent good practice in how we embed EDI within funding applications (e.g., gender equality plans; template for EDI to be used for funding applications) **(NERCDILAP areas 2 and 3, NCEO theme 1)**	**Outputs and outcomes:** Training event at the NCEO Conference in 2024 to ensure NCEO EDI activities support funding applications **Impact:** Clear and consistent articulation of NCEO EDI principles and activities in all funding applications. NCEO EDI activity recognised by funders.	May 24 - Dec 25
Supporting under-represented pupils (16-18) and students via internships and career outreach events. (Opportunity to collaborate with other NERC centres) **(NERCDILAP Action 3.3, ECN Action 2, 3, 4 and, NCEO Theme 3 and 4)**	**Outputs and outcomes:** 1) Launch two sets of internships targeting 16-18 yrs. and undergraduate students at any stage from all backgrounds including those from underrepresented groups. 2) Pilot a career event with tailored activities for various career stages. 3) Provide training in outreach and support staff to better carry out outreach that can be both qualitatively and quantitively measured. 4)Develop an EDI events calendar to support programme visibility. 5) Coordination with and participation in other EDI initiatives e.g., ECN, learned societies and other groups such as RMetS, IoP, LMS, STEM Ambassadors, and Climate Ambassadors. **Impact:** 1) Increased visibility of Earth Observation from all backgrounds including under-represented pupils, connecting with over 100 individuals. 2) Increased awareness of NCEO among universities and institutions, including those currently under-represented, expanding the pool of applicants for PhDs and undergraduate degrees.	Throughout the year Apr 24 - Mar 25

NOTE: *NERCDILAP refers to the NERC D&I Living Action Plan 22-25. ECN refers to EDI Centers Network (refer page 3).*

Joint Action

The NERC EDI Centres Network (ECN) are collaborating on a range of activities. These activities will be funded by the UKRI EDI budget for 2024/25. This joint action is a result of the feedback from the Future Leaders Council and a joint in person meeting held at BGS on 9-11-23. The range of work that the ECN are collaborating on include –

- ECN Action 1: Resource Hub – lead by NCAS & NCEO
- ECN Action 2: Work Experience – lead by BAS & BGS
- ECN Action 3: Reverse Mentoring – lead by PML & UKCEH
- ECN Action 4: EDI Symposium – lead by BAS

Specific linkages with the NCEO plan have been noted above (referred to as ECN Action in the Table).

Resource Hub

NCAS and NCEO are leading on the development and maintenance of a shared resource hub, which will be hosted on a SharePoint site via NERC. The purpose of the hub is to pool and share best practice, resources, and expertise in EDI initiatives. The resources identified to date are policies, training courses/materials, job descriptions and staff surveys. The overarching goal is to create a supportive network that enhances the impact of individual centres and can expedite progress.

Each centre will produce a catalogue covering a range of resources like policies, communication material, job descriptions, events calendars, staff networks and EDI training offered across the centres.

The key actions NCEO and NCAS will undertake are:
1. **Ensure establishment of the Resource Hub:** Develop a clear roadmap for setting up the Resource Hub, outlining its structure and functions.
2. **Coordinate Information and Resource Exchange:** NCAS and NCEO will coordinate the exchange of information and resources using this facility and commit to updating material on a regular basis to ensure consistency with good practice.