

Annual Report: Progress Against Faraday Institution EDI Plan 2023–25 Objectives

Introduction

This report summarises the Faraday Institution’s progress against its Equality, Diversity, and Inclusion (EDI) objectives for 2023–25. It draws on documented evidence and feedback, with a focus on the important role played by the EDI Working Group in driving and sustaining change across the Faraday Institution community.

Objective 1: Enhance Demographic Data Collection

Progress:

- Systematic collection of demographic data (gender, race, ethnicity, socio-economic background, state-school history, first-generation university status, free school meal eligibility) for FUSE and PhD researchers, as well as a majority of these metrics for conference attendees.
- Data is used to identify underrepresented groups, track progress, and inform targeted interventions (workshops, training sessions or outreach activities).

Objective 2: Improve Visibility and Effectiveness of EDI Working Group Members

Progress:

- EDI working group members are embedded within projects as champions for EDI, acting as visible points of contact and advocates.
- Regular communication, training, and reporting channels have been established.
- In 2024/25, emphasis was placed on training and developing EDI Champions, revising terms of reference, and empowering Principal Investigators to support EDI leadership.
- Members are listed in annual reports and on the Faraday Institution website.

Role of EDI Working Group:

- The group leads initiatives, facilitates training, and ensures EDI issues are raised and addressed.
- Their presence within projects ensures EDI is championed at every level, and their visibility encourages engagement and accountability.

Objective 3: Promote a Culture of Inclusivity

Progress:

- Leadership demonstrates commitment to inclusivity through modelling values and supporting positive action.
- Faraday Pathway stories, community events, and awards highlight achievements and encourage participation.
- Conference planning ensures diversity in speakers and review panels.
- Success criteria for awards reviewed through an EDI lens; notable recognition for EDI achievements (e.g., Researcher Development Champion award).

Objective 4: Develop and Share Best Practice Resources

Progress:

- Codes of conduct, accessible document design guides, and recruitment guidelines have been developed and distributed via website under Research Resources.
- Dedicated guides for accessible teaching, meetings, and procurement support consistent EDI standards.
- Eight documents on digital accessibility shared with projects and displayed on the FI website after consultation with accessibility experts.
- Guidance for organising inclusive events is under review.

Objective 5: Expand and Enhance Training Programmes

Progress:

- Inclusion ally training, minority development programmes (e.g., THRIVE), and cross-project workshops.
- Programmes evolve based on feedback and demographic analysis.
- In 2024, FI funded Inclusion Allies workshops for each of the main projects with representation from across the projects from PIs to PhD students

Objective 6: Increase Networking and Collaboration

Progress:

- Networking is promoted through partnerships, joint events including the Faraday Institution Conference, and collaborations with external partners.

Objective 7: Embed EDI Considerations in All Planning and Processes

Progress:

- EDI provisions are integrated into planning for events, activities, grants and research calls.
- Use of accessible design templates and inclusive recruitment guidelines is encouraged.
- EDI planning for major conferences is documented and publicly available.

Objective 8: Regularly Review and Update Grant Terms and Conditions

Progress:

- Grant terms and conditions are regularly reviewed to ensure alignment with EDI principles and require adherence to EDI charter.

Objective 9: Hold Research Projects Accountable to EDI Charter

Progress:

- All funded projects must adhere to the EDI Charter, with codes of conduct and regular reporting.
- Recruitment surveys monitor panel diversity; 95% of FUSE 2025 recruitment panels were diverse.

Objective 10: Measure Success

Progress:

- Success is measured through widened participation, diverse committees, fair recruitment, diverse representation at conferences, satisfaction surveys, and adoption of digital accessibility best practice.
- We continue our efforts to improve inclusivity and diversity within the Faraday Institution. Notable achievements for 2023–25 include an increase in female staff representation to approximately 50% and growth in female speaker representation from 40% in 2023 to 42% in 2025. Additionally, conference inclusivity satisfaction rates reached 86% in 2025. We have also

made significant progress in enhancing gender and ethnic diversity among FUSE and PhD cohorts.

The Role of the EDI Working Group

The EDI Working Group has been central to the Faraday Institution's progress:

- **Leadership:** Champions EDI initiatives, provides training, and acts as a visible point of contact.
- **Accountability:** Facilitates reporting and ensures EDI issues are addressed.
- **Resource Development:** Helps with creation and dissemination of best practice guides.
- **Empowerment:** Supports Principal Investigators and project teams in embedding EDI in their projects and workplaces.
- **Visibility:** Increases awareness and engagement through public recognition and transparent communication.

Conclusion

The Faraday Institution has made tangible progress against its EDI objectives, with the EDI Working Group playing an important role in driving change, embedding best practice, and ensuring accountability. Ongoing efforts focus on continuous improvement, widening participation, and fostering an inclusive culture across all activities.

References:

- [EDI Charter](#)
- [Code of Conduct – Community](#)
- [Best Practice Resources](#)
- [Faraday Conference EDI Planning](#)
- [Researcher Development Champion](#)