

## Achieving Diversity and Inclusion in the Transition to Net Zero

Recent events force us to think about what are the important challenges to be tackled by science and engineering and society, and what can we do about them? This document focusses on two of the biggest:

1. Who will help the world achieve Net Zero this century?
2. How do we ensure Diversity and Inclusion and therefore Equitable access to jobs for all communities; in particular the BAME community?

There is an expected growth of 480,00 well paid green jobs in just eight years in the UK<sup>1</sup>. We need to train thousands of scientists and engineers across a gamut of disciplines from aerodynamicists to waste and recycling engineers. This requires raising awareness in all primary and secondary school students and training these aspiring young people.

Society has a real and urgent problem with the decline of the traditional oil and gas sector and the present level of CO<sub>2</sub> emissions. We need Transition Professionals trained to deal with the trilemma of energy security and affordability whilst also achieving Net Zero. At the same time, COVID, austerity and world recessions have disproportionately affected the poorest in society.

Opportunities are shut down by age 16 for many children, as poverty, not a lack of application, broadens the gap between poorest and richest. More than 70% of children from the richest 10% of families achieve 5 good GCSEs, compared with less than 30% in the poorest households<sup>2</sup>.

Furthermore, many minorities are over-represented in the lowest income percentiles and under-represented in the professional job market. **Attempts at improving Diversity and Inclusion will fail unless we deliver a significant pipeline of BAME and other minority professionals to the sector.**

We advocate a simple yet ambitious solution that requires full support from many professional organisations. **Provide scholarships to underprivileged secondary school children to train in science and engineering subjects relevant to achieving Net Zero.**

We suggest a scheme where for each young person selected:

1. The government/university/industry waive tuition fees
2. Industry supplies a minimum maintenance grant of 10,000 pounds per annum over three years
3. The young person completes a science or engineering degree relevant to achieving Net Zero and attends an annual summer school paid for by industry.

This initiative should aim to support 1000 university students a year<sup>3</sup>.

Subject to professional educational advice, initial selection criteria are to be based on socio-economic and educational measures of disadvantage, attitude and aptitude. In line with the Equality Act 2010<sup>4</sup>, further selection will include diversity metrics as a proportionate means of supporting a fair representation of BAME and other minorities.

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<sup>1</sup> <https://www.gov.uk/government/news/green-jobs-delivery-steps-up-a-gear>

<sup>2</sup> <https://ifs.org.uk/articles/uk-education-system-preserves-inequality-new-report> (August 2022)

<sup>3</sup> Over three year groups, so circa 333 in each year group.

<sup>4</sup> Further details will be developed under guidance from legal and education professionals.

Organisations Supporting **TIDE**



The  
Geological  
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**EAGE**



**I·M3** Institute of Materials,  
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