The Institution of Engineering and Technology

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PAPER CLASSIFICATION: OPEN

Board of Trustees

EQUALITY, DIVERSITY AND INCLUSION YEAR IN REVIEW

(Paper by Laura Norton . If you have any questions on this paper before the meeting please contact Laura Norton by email lauranorton@theiet.org)

1. Issue

To consider and approve the report on *Equality, Diversity and Inclusion: A Year in Review 2022*.

2. Timing

Board of Trustees meeting, 16 March 2023.

3. For Recommendation

The Board of Trustees is invited to approve the report on *Equality, Diversity and Inclusion: A Year in Review 2022* for publication.

4. Background

4.1. In 2021, as part of our continued development within equality, diversity and inclusion (EDI) we committed to publicly review our EDI activities and progress annually. Our *Equality, Diversity and Inclusion: A Year in Review 2022* report, is the second annual review of our EDI achievements.

4.2. Our *Equality, Diversity and Inclusion: A Year in Review 2022* report provides us with an opportunity to:

- communicate the IET's commitment to improving EDI within our workplaces, membership, the work we deliver and the profession we are proud to represent;
- review and monitor our EDI progress, highlighting what has gone well and what we need to do better or more of;
- report our EDI achievements, providing evidence of our activities, reach and impact;
- further engage members, volunteers, colleagues and the wider community in our EDI work;
- position ourselves as a leader in EDI within the engineering and technology sector.

5. Key Updates

5.1. A draft version of the *Equality, Diversity and Inclusion: A Year in Review 2022* is attached for consideration.

5.2. The *Equality, Diversity and Inclusion: A Year in Review 2022* report will be shared with all colleagues and published on our webpages in line with the publication of the IET gender pay gap report.

5 Resources

There are no current resource implications.

6 Risk

No risks have been identified.

The Institution of Engineering and Technology

Equality, Diversity and Inclusion

A year in review | 2022

Introduction

Our Equality, Diversity and Inclusion (EDI) Strategy to 2025 and EDI roadmap support our IET Strategy 2030, as well as our institutional values and behaviours. It demonstrates our commitment to providing equal opportunities for all and highlights that we value everyone we work with. It contributes to our overarching vision by:

Delivering equality, diversity and inclusion across the IET and in the profession we represent, we will advance excellence in engineering a better world.

Our key 2022 focus areas were:

- **Gender**
- **LGBTQ+**
- **Race and culture**
- **Disability**
- **Social mobility**

We publish our EDI Year in Review annually, as part of our commitment to publicly review our EDI activities and progress

This Year in Review 2022, is the second annual review of our EDI achievements. It provides us with an opportunity to:

- communicate the IET's commitment to improving EDI within our workplaces, membership, the work we deliver and the profession we are proud to represent
- review and monitor our EDI progress, highlighting what has gone well and what we need to do better or more of
- report our EDI achievements, providing evidence of our activities, reach and impact
- further engage colleagues, volunteers, members and the wider community in our EDI work
- position ourselves as a leader in EDI within the engineering and technology sector

Holding ourselves to account

At the IET, we are committed to ensuring equality, diversity and inclusion are embedded in all we do. From our communications to our corporate events to professional registration, we're working with both members and IET colleagues to drive real, positive change.

As of 2022, we are proud to report the diversity of our Board of Trustees continues to grow, with a 50% gender split and and increase in Minority Ethnic Trustees. Also, although there is still work to be done, we have once again made progress to further close the gender pay gap at the IET.

We continue to adopt and endorse the **Royal Academy of Engineering and Science Council Diversity and Inclusion Progression Framework**; this is a unique tool that supports professional bodies to track and plan their progress on EDI across key areas of professional body activity. Being members of the Progression Framework Steering Group enables us to share good practice and hold ourselves to account with partner organisations and other Professional Bodies.

In 2022, we launched our second EDI colleague survey, and continued to make progress in building our bank of diversity data, which will help us to determine how diverse the IET really is and what actions need to be taken. In 2023, we will be running workshops with our corporate events team, with the aim of identifying what we can do to make our events more accessible and inclusive. We will also be hosting neurodivergence listening sessions, where colleagues will have the opportunity to share and discuss resources that already do or could help them in their job roles.

We have delivered our first Volunteers EDI survey, which has provided us with invaluable insight into the diversity of our volunteers and highlighted areas where we could be doing more to support our volunteers. Using these insights, we've developed an action plan to make further improvements. This plan will be implemented throughout 2023 and beyond, actions include new, specialised training for volunteers, and development of a bank of helpful resources.

Education

The IET has been inspiring young people into STEM for over 150 years, and we're committed to ensuring EDI are embedded throughout our Education strategy. In 2021, we submitted an openletter to Government, appealing that they address the STEM skills gap and integrate engineering into the primary education curriculum. Over 2022, we've hosted a series of roundtables with experts from industry, academia, education, Government, and STEM providers to develop our **Engineering Kids' Futures report**, a summary of our key findings and recommendations.

Alongside this, we've run a total of 165 Faraday Challenge Days this year, with 5,429 students taking part from 283 UK schools and one home educated team. Of these participants, 51% were female students, and 29% were from under privileged schools*.

2022 was another great year for First Lego League, with 6,264 teams registering and a huge 34,066 students who took part. In fact, over half of the teams had more than 45% girls participating. We also had the opportunity to work alongside 794 organisations across the event's three divisions. Thank you to all who got involved with IET Education this year – we've had a blast!

*Schools with a high percentage of free school meals, rural schools and social mobility indicators.

Our EDI Staff Networks

Our EDI Committee and networks work hard to ensure all perspectives and voices are heard and represented. From celebrating key awareness days throughout the year and sharing helpful resources, 2022 has been a busy time for our staff networks.

The post-pandemic world and the nature of hybrid working has both benefits and challenges, and a key focus for us has been supporting the wellbeing of our colleagues by ensuring our activities and resources are as accessible as possible. For example, the majority of our EDI sessions offered both virtual and physical attendance.

To mark National Inclusion Week this year, we held an EDI networks fair at Futures Place in Stevenage, which gave colleagues the opportunity to learn more about the key aims and ambitions of our networks and working parties, and get involved themselves.

Alongside our networks for Disability Inclusion, LGBTQ+ Colleagues and Race and Culture, we've also worked with working parties throughout the year to focus on key areas of interest, like supporting menopause in the workplace, grief and loss, and parental support.

We've held a number of hybrid wellbeing and EDI sessions throughout the year, including menopause support, inclusive language sessions, D/deaf awareness and Introduction to BSL workshops, as well as a talk on The History of Racism, delivered by AFBE-UK Co-Founder, Dr Ollie Folayan.

Our Mental Health First Aiders have received further training this year, to ensure they are best equipped to offer support. They remain a source of support and a safe space for colleagues who have been in need throughout 2022.

Foothold is available to all IET members providing, support through life challenges. All enquiries are confidential and not shared with any external organisation (with the exception of service partners when appropriate and necessary).

Disability Inclusion

Race and Culture

EDI Committee

LGBTQ+

Wellbeing Champions

Introducing our EDI Member Working Party

Our 2020 – 2025 EDI Strategy outlines our aim to improve equality, diversity and inclusion within the IET, but also within the wider engineering community. In 2022, we formed our first EDI Member Working party, with the aim to ensure EDI is considered and embedded in our approach to global engineering challenges.

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IET Trustee and Chair of EDI Working Party

Aims for 2023

Our aim for the year ahead centres around collaboration between IET members, volunteers and colleagues, working together to identify and deliver on our focus areas. Our overarching aim is to develop a permanent EDI Committee, whose purpose is to actively drive positive change for inclusion within engineering and technology.

EDI Colleague Survey 2022

Our EDI colleague survey offers invaluable insight on diversity within our employee base, and helps us identify which areas of EDI require more focus going forward.

74% of staff surveyed said they know a lot or a little about our EDI Strategy, an increase from 66% in 2021

68% feel our EDI Strategy is very or somewhat effective in improving EDI within the IET, an increase from 57% in 2021

65% had no concerns sharing their data and feedback on EDI, an increase from 58% in 2021.

What have we done?

- We've reviewed and updated our EDI Strategy and started to develop our bank of EDI resources for colleagues and members
- We've created an anonymous EDI feedback tool for colleagues
- We're embedding EDI into further areas
- We've published our first annual EDI Year in Review, reflecting on EDI activities throughout 2021
- We've run a series of learning sessions on topics such as 'Inclusive language' and the 'History of Racism'

EDI Volunteer Survey 2022

Our EDI Strategy highlights our aims to improve EDI understanding and practices in our volunteering community. In 2022, we launched our first ever Volunteer EDI survey. Here's what we learned from the responses:

88% agreed or strongly agreed that they were proud to volunteer with us

81% said that the IET is welcoming

75% felt supported in their volunteering role

69% felt valued

Areas of focus for 2022

The responses to our first Volunteer EDI survey were very positive, however we were able to identify a number of areas to improve these:

- **Disability** – 9% of respondents identified as disabled and these volunteers were twice as likely to view the IET as 'exclusive'.
- **LGBTQ+** – 20% of volunteers who identify as LGBTQ+ viewed the IET as 'outdated'.

2022 month by month

Here are some of our EDI highlights throughout the year.

January

We kicked off the year by submitting the IET's response to the Science and Technology Committee inquiry into Diversity in STEM.

We also began work on the professional body EDI research consortium, which aims to give oversight of EDI in UK professions.

Internally, colleagues could now add pronouns to their intranet profiles.

February

We celebrated LGBTQ+ History month across social media, highlighting inspiring queer STEM difference makers like Alan Turing and Sally Ride.

IET Chief Executive, Nigel Fine, featured on the She Can Engineer podcast with Alice Bunn, Chief Executive of the Institution of Mechanical Engineers.

Scan the QR code to listen on a mobile device.

Internally, our Women's Leadership Development group published a survey on meaningful and inclusive conversations at the IET.

March

We celebrated International Women's Day, with the launch of our 2022 Young Woman Engineer (YWE) of the Year applications.

Our colleagues in China celebrated with a virtual IWD event, which has since gained over 1000 views.

We highlighted neurodivergent role models in STEM across social media during Neurodiversity Celebration Week (13-19 March).

We hosted the launch of our Celebrating Impact Campaign at Savoy Place, where we unveiled our updated exhibition of difference makers.

Internally, we highlighted our LGBTQ+ support pages on the intranet, and celebrated Trans Day of Visibility.

April

In recognition of International Children's Book Day, we shared free copies of the inspiring 'My Mummy is an Engineer' book by Jason and Kerrine Bryan.

We hosted an Empowered Females in STEM event at IET London: Savoy Place with UpskillMe.

We hosted AFBE Live at IET London: Savoy Place, where our Head of Corporate Communications delivered a keynote talk.

We celebrated International Day of Girls in ICT across social media.

May

Our Head of EDI presented at the Parliamentary Internet, Communications and Technology Forum (PICTFOR) Diversity and Inclusion rally at the Houses of Parliament, alongside Chi Onwurah MP and Anneliese Dodds MP.

We held an IET Strategy week for colleagues, where we highlighted our internal EDI networks.

We presented our updated EDI Strategy to the IET.

Internally, we published an EDI glossary to support colleagues in their awareness and learning.

We held a Global Accessibility Awareness Day event for IET staff, which explored digital access at the IET.

June

We published our updated EDI Strategy to 2025.

To mark International Women in Engineering Day, we shared profiles of incredible women from inside and outside the IET across social media and our staff intranet.

Internally, we hosted an inclusive language session for IET colleagues, launched an anonymous EDI suggestion tool, and launched our HR engagement survey.

July

This month, we launched our Volunteers EDI survey.

We held our 7th Engineering Open House Day, including a live show featuring special guests such as 2021 YWE winner, Ciara McGrath.

Internally, we held more all-colleague inclusive language sessions at Futures Place and online, and a neurodiversity awareness session where colleagues shared their personal experiences.

August

We delivered our REflect event with RS Components and AFBE, an annual event aimed at introducing young people from minority ethnic and low socio-economic backgrounds to opportunities available in STEM.

September

We celebrated National Inclusion Week by hosting a 'Meet our Networks' fair at Futures Place, an opportunity for IET colleagues to learn more and get involved.

Co-founder of AFBE, Dr Ollie Folayan, delivered a talk on the History of Racism to IET colleagues.

National Inclusion Week is a week dedicated to raising awareness and taking action to make workplaces more inclusive. Founded by Inclusive Employers, 2022 was National Inclusion Week's 9th year of celebration.

October

In celebration of Black History Month, our Race and Culture network shared a list of informative books and media to increase awareness around discrimination. To mark International Women in Engineering Day, we shared profiles of incredible women from inside and outside the IET across social media and our staff intranet.

We ran an EDI Partner Insight session with our corporate partners.

We launched our EDI Staff Survey for 2022.

Internally, we held a neurodiversity awareness session, where we heard the unique perspectives IET colleagues and members about neurodiversity in the workplace.

We celebrated Ada Lovelace day by announcing our inspiring YWE 2022 finalists.

We launched a new menopause policy to mark World Menopause Day (18 Oct).

November

We celebrated World Kindness Day on 13 November by sharing a series of kindness suggestions with colleagues.

Engineer, materials scientist and LGBTQ+ advocate, Dr Clara Barker, delivered a talk on supporting LGBTQ+ members, volunteers and colleagues for LGBTQ+ STEM Day, 18th November.

To mark International Men's Day on 19 November, our male colleagues and members shared the hobbies which support their wellbeing.

We held virtual and in-person sessions for colleagues on mental health and wellbeing, as part of our wider Festival of Learning.

December

On 1 December, we hosted YWE 2022, where our Winner, Ama Frimpong, was announced.

To celebrate International Day of Persons with Disabilities, we hosted a D/deaf awareness and introduction to BSL sessions for colleagues.

The first official meeting of our EDI Working Party took place.

Our Library and Archives Manager, Anne Locker, delivered a talk for colleagues on engineer and difference maker, Dame Caroline Haslett.

International Day of LGBTQ+ people in STEM is a day dedicated to highlighting the work and addressing the barriers facing LGBTQ+ individuals in STEM careers.

2022 Network activity

Our networks bring together colleagues and/or members to create a safe and welcoming space for everybody to contribute and offer recommendations in specific areas. This benefits our culture, individuals, and IET working practices. Let's take a look at a few of their key achievements and focuses during 2022.

Disability Inclusion staff network

Continued our journey towards Disability Confident Leader status.

Set up a working group to collate our internal disability resources and streamline access to these on the intranet.

Neurodiversity member network

Continued to be a peer to peer support network and share individual experiences.

Celebrated Neurodiversity Celebration week by highlighting neurodivergent Difference Makers from our Celebrating Impact list.

In July we welcomed Foothold's Support services and Development Manager, to discuss experiences and what would be helpful for neurodiverse engineers.

Wellbeing staff network

Our first cohort of Mental Health First Aiders received refresher training, to ensure they're well equipped to offer support.

LGBTQ+ staff network

Began collating a list of books and resources that cover LGBTQ+ related issues or feature queer storylines.

Delivered individual support to network members whenever required.

Race and culture staff network

Developed a list of books and media that cover the topic of race discrimination or other important cultural themes.

Offered a safe space for colleagues to talk about their experiences via a sharing session during Black History Month.

And in 2023...

2023 is set to be another busy year, with key focus areas including exploring neurodivergence, accessibility and inclusive thinking.

We will be taking a deep dive into neurodivergence in the engineering industry, where we will hear first-hand experiences of how neurodivergence impacts roles and relationships at work and make recommendations for improved inclusion of neurodiverse engineers and technologists.

Internally, we'll be working with neurodivergent colleagues through listening sessions to asses the accessibility of work at the IET, and what adjustments can be made to better support them. We will continue to make progress on Digital Accessibility and work towards Disability Confident Leader status, with the aim to have achieved this goal in full by 2024.

Alongside this, we will be sharing different ways in which we can all be more inclusive at work with our new Inclusive Thinking campaign. We will share top tips and hacks from inspiring people in STEM and at the IET. We'll also be looking to hear your tips on inclusivity at work, so keep your eyes peeled on how to get involved in 2023.

We will share the findings of our EDI Volunteers survey 2022, and deliver actions and interventions to further support our volunteers with improved EDI across their roles in the IET.

As in 2022, our EDI Partnerships will continue to be of great importance to us. In order to deliver the required changes and advance excellence in engineering and technology we must work in collaboration. By working with others we will share good practice, extend our reach and influence and drive the development of cross-sector standards.

The Institution of Engineering and Technology

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