The Institution of Engineering and Technology

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Board of Trustees

STAFF EQUALITY, DIVERSITY AND INCLUSION SURVEY 2022 FINDINGS

(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 receive the Staff 2022 Equality, Diversity and Inclusion (EDI) Survey findings.

2. Timing

Board of Trustees meeting, 16 March 2023.

3. For Note

The Board of Trustees is invited to note the findings of the second annual anonymous Staff EDI Survey conducted in 2022.

4. Background

4.1. Our Equality, Diversity and Inclusion (EDI) Strategy to 2025 and EDI Action Plan support the IET Strategy, as well as our values and supporting behaviours. It demonstrates our commitment to providing equal opportunities for all and highlights that we value everybody associated with us. 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".

4.2. An overarching area for improvement within our EDI Strategy is diversity data collection and monitoring. The Strategy states that "we must collect, collate, and analyse appropriate diversity data to ensure an evidence-driven approach to our work".

4.3. In October 2021 we launched our first Staff EDI Survey, working with an external research agency Research by Design. Results were reported to the Board of Trustees in January 2022, an action plan developed, and interventions continue to be delivered.

4.4. To continue this data collection and progression, and to note any changes since 2021 a second survey was developed and delivered to colleagues in October 2022.

5. Key Updates

5.1. The survey was sent to all IET staff and received a response rate of 39%. The response rate is lower than 2021 (54%) but still indicates high levels of engagement with EDI.

5.2. Also positive, was that 65% of respondents had no concerns sharing diversity data and their views on EDI, (58% in 2021).

5.3. The main findings of the demographic part of the survey include:

- 30% of respondents identified as men, 67% women and 3% within other gender categories.
- 90% of respondents described themselves as heterosexual or straight, 6% describe themselves within other categories which included bisexual, gay woman/lesbian, gay man, queer or other.
- 83% of respondents identified as White, with 15% of respondents from Ethnic Minorities of which Asian was the most common ethnicity.
- 54% described themselves as having no religion, 35% as Christian and 7% as other religions which included Jewish, Muslim, Buddist, Hindu, Sikh and Other
- 14% of respondents identified as disabled, (6% in 2021), however, despite this, there was no change in the proportion feeling the IET has made adequate adjustments (74%).
- 9% of respondents considered themselves neurodivergent, with 13% being unsure. Of those who consider themselves neurodivergent dyslexia is the most common condition described.
- 52% have day-to-day caring responsibilities, 33% for a child or children and 17% for a family member.

5.4. When asked about their knowledge of the EDI Strategy:

- 74% of respondents know a lot of a little about the IET's EDI Strategy (66% in 2021).
- 68% believe the EDI is effective within the IET (57% in 2021).
- 57% believe the EDI is effective within the engineering and technology profession as a whole (48% in 2021).

5.5. When asked about the IET as an employer:

- 84% of respondents were very or fairly satisfied (86% in 2021).
- Most commonly used words to describe the IET were supportive (60%), tries its best (58%) and inclusive (53%). The most commonly used negative word was reactive, the same as in the IET's volunteer EDI survey in 2022.
- A significant majority of employees felt that they are treated with respect (84%) and are valued by their colleagues (86%), and feel they belong (72%).
- 49% felt that their voice is heard (56% in 2021).
- 52% felt the IET acts fairly with regard to career progression and promotion, with 32% saying they did not know.
- 7% of respondents stated they had personally experienced discrimination at work in the last 12 months. 35% of those respondents stated gender as the reason, 29% age, 18% disability, 18% socio-economic background.
- 77% of respondents strongly agreed or agreed that the IET demonstrates real commitment in continuing to improve EDI (72% in 2021).

5.6. When asked what more the IET can do to improve EDI respondents cited:

- Access to data;
- Greater transparency;
- Great diversity at senior levels;
- Continuing to expand on existing initiatives.

5.7. The EDI 2022 Colleague Survey highlights the importance of both proactivity and transparency in terms of improving EDI within the IET.

5.8. An action plan will be developed and delivered. Focus areas will include:

- Showing the IET as an active listener.
- Making it clear that all employees have a role to upholding standards.
- Increasing awareness regarding reporting issues.
- Ensuring all employees are supported and feel able to progress their career.
- Ensuring the effectiveness of the EDI Strategy is felt across the organisation.

6. Resources

There are no current resource implications. Some areas of action plan delivery may have resource implications but these will be timed to fit with other areas of work, existing EDI initiatives, the HR People Strategy, Wellbeing Strategy. The EDI team will work closely with the HR, the EDI colleague Committee and other teams to deliver this effectively.

7. Risk

No risks have been identified.

Appendix to T(23)26

The Institution of Engineering & Technology (IET) Equality, Diversity & Inclusion Staff Survey 2022

Prepared by Research by Design
January 2023

Objectives & Methodology

The purpose of this research is to understand how IET staff members identify themselves in a bid to gauge how diverse and inclusive the IET really is. Through understanding this, the IET can then seek to ensure that its strategies, networks, tactics and the support offered best suits the needs of its workforce. The research will also demonstrate the appetite for IET employees to share this information.

Methodology

- An **online quantitative survey** was sent out to all IET employees across all IET offices across the world
- In total, **630 employees were sent an email** asking them to complete the survey. The survey was launched on the **18th October** to the entire workforce.
- **3 reminders** were then sent to employees who had not completed the survey between **1st November** and **15th November**.
- In total, the survey achieved **247 responses**, providing a **response rate of 39%.** Although still highlighting a high level of engagement with EDI, this is a fall from 54% in 2021. Just 2 employees unsubscribed from the emails / survey, providing further evidence of a desire to engage with the topic of EDI.

Key points emerging from the research

Key questions reveal positive findings. There is improved awareness and greater belief in the effectiveness of the IET EDI strategy. Over three-quarters believe the IET demonstrates real commitment to improvement in this area.

	Shift since 2021
83% are satisfied with the IET as an employer	-3%
74% of employees know at least a little about the IET EDI strategy	+8%
Of those who are aware of the strategy, 68% believe it is effective in improving EDI within the IET	+11%
77% of employees feel the IET demonstrates real commitment in continuing to improve EDI	+6%
7% have experienced discrimination at work over the last 12 months	+1%

IET Workforce Profile – *No significant changes in the demographic profile of staff*

14% of IET staff have a disability, up 8 percentage points since 2021. Of those who have a disability, three-quarters agree that the IET has made adequate adjustments to enable them to carry out their work.

Disability

'The IET has made adequate adjustment(s) to enable me to carry out my work'

Q7. Do you have a condition or impairment that falls within this definition? Base: Total (All 247 respondents).
** Small Base: Q8. To what extent do you agree with the following statement: 'The IET has made adequate adjustment(s) to enable me to carry out my work'. Base: Those with a disability (34 respondents).*

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The IET EDI Strategy

Nearly 3 in 4 have at least surface level knowledge of the IET EDI Strategy this year; a rise from 66% last year.

Which of the following best describes your knowledge of the five-year Equality, Diversity and Inclusion strategy?

Q15. Which of the following best describes your knowledge of the five-year Equality, Diversity and Inclusion strategy? Base: Total (All 246 respondents).

Staff are more likely to feel the EDI strategy is effective within the IET and the wider profession this year compared to last…

How effective do you feel the IET's EDI strategy is in improving EDI within…?	Effectiveness 2021	Effectiveness 2022	% Difference
The IET	57%	68%	+11%
The engineering and technology profession as a whole	48%	57%	+9%

…EDI-specific communications / events are seen as evidence of greater focus alongside a more inclusive, diverse workforce.

How effective do you feel the IET's EDI strategy is in improving EDI within…?	Effectiveness 2021	Effectiveness 2022	% Difference
The IET	57%	68%	+11%
The engineering and technology profession as a whole	48%	57%	+9%

"The strategy shows a **proactive approach** and not only increasing awareness but providing practical advice on how to support colleagues/members/volunteers. I've attended a few talks which have been so valuable and insightful. Overall, **I feel EDI is more prominent than in the past at the IET.**"

"**Internal initiatives and learning opportunities** around race, inclusive language, neurodiversity and disability. There **are lots of resources available** to colleagues to encourage learning and growth, with talks arranged too."

"Just by looking around, it is clear that the EDI mix of staff is improving year on year. We are **welcoming to more 'non-white' faces, those with obvious physical disabilities, LGBT+ and neurodivergent people** which was much less apparent in the past."

"The IET, in my opinion, **champions modern thinking and approaches.** As a person who is neurodivergent I feel that the IET treats me very well."

IET as an employer

Satisfaction levels with the IET as an employer are high. However, the proportion very satisfied has fallen by 10 percentage points this year.

Groups more likely to be satisfied with the IET

- **Women are significantly more likely to be satisfied with the IET as an employer** for the second year in a row; 88% are satisfied compared to 76% of men.

- 86% of **white employees are satisfied with the IET, compared** to 73% of employees from Ethnic Minorities.

Q21. Overall, how satisfied are you with the IET as an employer? Base: Total (247 respondents).

As in 2021, positive words / adjectives are more likely to be associated with the IET than negative ones.

What words / adjectives do you feel best describe the IET as an employer?

"Over the past couple of years, it feels as if the organisation has **gained trust in employees and is more openly supportive**."

"The IET is an excellent employer, it has **carefully considered the wellbeing of staff**, worked very hard dealing with Covid and still planning forward with the new building and plans for the future."

"The IET has by far been the **most inclusive, people-focused company I've worked with**. Since I started, there has been a clear focus on inclusion and supporting staff wellbeing. In essence, I feel safe to be myself at work."

Q22 What words / adjectives do you feel best describe the IET as an employer? Base: Total (245 respondents).

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Despite overall positivity, the strength of sentiment is less than last year with a significantly smaller proportion of employees describing the IET as communicative, supportive and forward thinking.

The average number of adjectives selected fell slightly from 4.7 to 4.5 this year

Just 19% of those employed for 5-10 years feel the IET is open in its communication; halving from 38% last year.

Q22 What words / adjectives do you feel best describe the IET as an employer? Base: Total (245 respondents).

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A significant majority of employees feel that they are treated with respect and are valued by their colleagues, with more than 7 in 10 feeling they belong. However, a decrease of 7 percentage points sees less than half feel their voice is heard at the IET this year.

Longer serving, female and white employees are less likely to feel that their voice is heard at the IET.

Q24 To what extent do you agree or disagree with the following statements? Base: Total (244 - 246 respondents).

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A little over half feel the IET acts fairly with regard to career progression, with around a third being unsure and 1 in 10 disagreeing.

Does the IET act fairly with regard to career progression / promotion?

Groups more likely to believe the IET acts fairly:

- **67% of Christian employees agree that the IET acts fairly,** compared to 47% of those with no religion and just 39% of those from another religious background.
- **Employees who are white are more likely to agree that the IET acts fairly** with 55% agreement; 12 percentage points more than employees from ethnic minorities where 43% agree.
- **18% of disabled employees disagree that the IET acts fairly**, compared to 8% of non-disabled employees.

Q26. In your opinion, does the IET act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability, age or any other characteristics? Base: Total (247 respondents).

Knowledge of the IET EDI strategy is correlated with agreement that the IET acts fairly with regard to career progression/promotion.

Does the IET act fairly with regard to career progression / promotion?

[Those who say the IET does act fairly re. career progression]

Q26 In your opinion, does the IET act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability, age or any other characteristics? Base: I know a lot about it (39 respondents), I know a little about it (143), I have heard of it, but know nothing about what the IET is doing / has done (52 respondents), I have not heard of the EDI strategy at the IET ***(12 respondents).***

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Discrimination at the IET

The proportion who have experienced discrimination is consistent with 2021, at 7%.

Free text descriptions of discrimination primarily fall into two categories; casual insensitivity from IET colleagues and structural / cultural bias within the IET.

Just over half know how to report discrimination/unprofessional behaviour at the IET, while more than 1 in 5 do not. A similar proportion are unsure.

More than three-quarters of employees feel that the IET demonstrates real commitment to continuing to improve EDI; increasing 5 percentage points since 2021.

Q33 "The IET demonstrates real commitment in continuing to improve equality, diversity and inclusion". To what extent do you agree or disagree with the following statement? Base: Total (247 respondents).

Greater transparency and access to information can help further prove the IET's commitment to EDI…

Access to data

Employees would like to be able to see and understand the scope of EDI issues within the IET. Concerns are raised and opinions given but without concrete evidence or explanation for decisions, it is difficult for employees to know how widely perceived problems are.

"Re-report on the gender pay gap."

"Publish pay scales and grades on intranet."

"I do see online messaging and information around EDI but have no way of measuring if EDI is improving."

Transparency

There is a desire to see the outcome and understand the reasoning behind actions taken by the IET. In particular, the publishing of progress data and clarity over decisions on issues like career progression are highlighted.

"I would like more transparency on how to progress and why other roles are upgraded without interviewing."

"Sharing of the EDI policy and work on the intranet, ensuring all managers are up to date on the policies and implement them as part of the day-to-day role and in the appraisal process"

…Employees also want the positive steps taken thus far to be expanded into the upper echelons of the organisation, which can continue to demonstrate the IET's proactiveness within ED&I.

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Changes at the senior level

There is a push to see the IET EDI strategy applied more specifically at senior levels (where there is currently a perception of resistance).

"A more diverse senior leadership team would show that the IET's EDI strategy is effective in promoting opportunity for all regardless of race/ethnicity, disability, etc."

"More diversity in senior leadership and more visibility of senior leaders who are included in minorities and who are willing to represent themselves as such."

Continue and expand existing initiatives

Ultimately however, many recognise that the IET has made strides forward in this area and wish to see this continue. In particular, awareness raised through talks and events have been engaging, informative and effective.

"It's really positive to see a more proactive approach to EDI, and I've really enjoyed the learning sessions I've been involved with. It would be great to see more from the networks to raise awareness and draw new members."

"Keep on the path we're currently on. This is the best it's ever been, and it keeps improving."

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Q34 What could the IET do to demonstrate greater equality, diversity and inclusion as an employer? Base: Total (247 respondents).

Free text responses

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In Conclusion…

Transparency has been vital to the progression of EDI within the IET and it will remain important for future improvements.

The importance of transparency

Increased transparency provides clarity and awareness. Ensuring employees can easily access information and resources about what the IET is doing makes engagaement more likely and the impact of these changes more significant. In summary, understanding the intentions of the IET means employees are more likely to trust the IET and its decisions.

Transparency over the EDI strategy and initiatives have fueled improvements

Greater reference in free text to EDI initiatives is notable this year alongside the overall increased awareness of the EDI strategy. Continued ability to attend events targeted specifically toward improving ED&I can aid understanding of the purpose behind the ED&I strategy and ensure that it is viewed as more than just empty words.

However, the IET has yet to instil greater transparency with regard to recruitment (in the eyes of employees). Comments remain over hiring for senior roles being too externally-focused and employees are confused as to why these decisions are taken, leading to some dissatisfaction with career progression at the IET. Reviewing processes for hiring at senior levels should be a priority for the IET, as should transparency over recruitment and hiring decisions.

Greater transparency is still needed regarding recruitment decisions