

26 May 2020

PAPER CLASSIFICATION: OPEN

Council

EQUALITY, DIVERSITY AND INCLUSION

(Paper by Jo Foster. If you have any questions on this paper before the meeting, please contact Jo Foster on 01438 767261 or by email jofoster@theiet.org)

1. Issue

To provide a report to Council on the IET's progress in Equality, Diversity and Inclusion (EDI).

2. Timing

Council meeting, 8 June 2020.

3. For Note

Council is invited to note this report.

4. Background

4.1. The IET's efforts in the area of equality, diversity and inclusion continue to make good progress. New diversity networks have been set up which help to support members, volunteers and colleagues. The IET has also become a member of Stonewall and we are communicating the message around EDI to our volunteers.

4.2. The IET is communicating the topic of EDI more broadly.

5. Stonewall Membership

5.1. The IET became an official member of Stonewall in February 2020. Stonewall is a charity, set up to support members of the LGBTQ+ Community and to provide organisations with the tools better represent inclusivity and equal opportunity of this particular diversity strand.

5.2. The IET has appointed a dedicated member of staff who manages LGBTQ+ issues. This activity is overseen by the EDI Manager.

5.3. The LGBTQ+ champion will work closely with Stonewall, the EDI Manager and HR to create inclusive policies around this topic.

6. Member and Staff Support Groups

6.1. The IET has established a neurodiversity focus group, with an initial focus on dyslexia. The group was set up in February 2020 and is focused on our members, raising awareness and promoting the benefits that neurodiverse teams and individuals can bring to an organisation.

- 6.2. Whilst the topic of neurodiversity is currently focused on members, the aim is to eventually broaden out the good practice taken from this group and extend it to our colleagues and our internal processes.
- 6.3. The IET has an LGBTQ+ Staff Network Group which was set up in February 2020. The group is led by the LGBTQ+ champion, overseen by the EDI Manager and serves as a way of supporting colleagues and also better understanding the needs of our members, volunteers and wider community who identify as LGBTQ+.

7. Volunteer Support Working Party

Following on from a meeting with the Volunteer Support Working Party in January 2020, the message around EDI is gradually being communicated to IET volunteers. We have produced a pocket guide for members and volunteers which communicates some of the key messages around the Equality, Diversity and Inclusion Strategy.

8. IET Webpage Dedicated to Equality, Diversity and Inclusion

In March 2020 the IET launched an equality, diversity and inclusion which demonstrates our commitment to the cause and is also a means of providing updates to our internal and external audiences.

9. Risk

There are no risks identified.

10. Resources

There are no resources identified.