

5 March 2024

**PAPER CLASSIFICATION: OPEN**

**Board of Trustees**

**EQUALITY, DIVERSITY AND INCLUSION (EDI) 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](mailto:lauranorton@theiet.org))

**1. Issue**

To consider and approve the *EDI – A year in review 2023*.

**2. Timing**

Board of Trustees meeting, 21 March 2024.

**3. For Recommendation**

The Board of Trustees is invited to approve the *EDI – A year in review 2023* 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 *EDI – A year in review 2023* report, is the third annual review of our EDI achievements.

4.2 Our *EDI – A year in review 2023* 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.

**5. Key Updates**

5.1. A draft version of the *EDI – A year in review 2023* is attached for consideration.

5.2. The *EDI – A year in review 2023* 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.

# Equality, Diversity and Inclusion



A year in review | 2023



# 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. They demonstrate our commitment to providing equal opportunities for all and highlight that we value everyone we work with.

**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 2023 focus areas were:



Gender



LGBTQ+



Race and culture



Disability



Social mobility

**Our EDI Strategy encompasses work with and for our members, volunteers, colleagues and the wider engineering and technology community.**

We publish our EDI Year in Review annually, as part of our commitment to publicly reviewing our EDI activities and progress. This provides us with an opportunity to:

- communicate our 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.

# EDI progress in 2023



2023 has been an exciting year for equality, diversity and inclusion at the IET. From establishing our EDI Working Party, to hosting our very first Young Woman Engineer of the Year Alumnae event, and proudly welcoming our first international President, Dr Gopichand Katragadda, we've had a year of progress and learning.

Internally, we held multiple all-colleague talks to broaden understanding and knowledge around important EDI topics, including the 'Ethics of Engineering' and 'Accelerating LGBTQ+ inclusion in tech through active allyship'. To highlight Deaf Awareness Week in March, we invited British Sign Language interpreter, Rachael Dance, to interpret at our monthly In the Know colleague session. In July, we were delighted to welcome IET Trustee and EDI Working Party Chair, Katy Deacon, to deliver an inspiring and thought-provoking talk on her life and achievements following a diagnosis of multiple sclerosis.



To find out more about Gopi's hopes and aims for his presidential year, scan the QR code.

Externally, we devoted much of the year to gathering data and evidence on lived experiences of neurodiversity within the engineering and technology sector, resulting in the release of our Neurodiversity in Engineering and Technology report in November 2023. This report includes important insights and practical advice for employers, organisations, government and others on how to better support neurodiverse engineers and technicians, alongside a series of commitments we are making as an institution to drive change for these valuable professionals.

We have continued to develop and share our EDI resources this year, including publishing a new Inclusive Events Guide with information on how to practice better inclusivity when hosting events, and delivering an inclusive language session to 50 volunteers highlighting our EDI Glossary.

# Our EDI Member Working Party

Since its conception in 2022, our EDI Member Working Party has ensured EDI principles were embedded in our approach to global engineering challenges, and that our members and volunteers were included and represented in our decision making processes.

We are delighted to share that, in 2023, the Board of Trustees approved the Working Party's recommendation that a full EDI Board be formed. This Board will be officially established in 2024, and will support the delivery of our EDI Strategy for membership, volunteering and the wider engineering and technology sector.

## EDI Working Party Members



Laura Norton,  
IET Head of EDI



Toni Allen  
IET Director of  
International Strategic  
Marketing and  
Engagement



Simon Timmis,  
IET Head of Corporate  
Communications, Head  
of Brand, Digital and  
Impact Marketing



Andy Parker  
CEng, MIET



Ben Obiri-Bonney  
CEng, MIET



Jim Smith  
CEng, FIET



Justina Ho  
MIET



Sadie Peacock  
CEng, MIET



Wayne Hodgkiss  
IEng, MIET



Katy Deacon BEng, MEng,  
CEng, MIET,  
IET Trustee and Chair of  
EDI Working Party



## Aims for 2024

The EDI Board will be committed to improving EDI within our membership, and the profession we are proud to represent. The Board will provide counsel, expertise and knowledge to support the Board of Trustees to drive our strategy and ensure its delivery in terms of EDI. It will help to identify future areas of focus to improve inclusion for engineers and technicians globally.

# EDI in Education

2023 has been another fantastic year for Education at the IET. In October, we were proud to host a roundtable in No10 Downing Street, bringing together professional engineering institutions, industry and academia to discuss how engineering can be incorporated into the UK education system to support students in developing STEM skills for the future. In attendance, we welcomed the Parliamentary Under Secretary of State and Minister for Social Mobility, Youth and Progression, Mims Davies MP.

Following this, in November we held a breakfast to celebrate one year on from the release of our **Engineering Kids' Futures report**, where we were delighted to welcome the Minister for Children, Families and Wellbeing, David Johnston OBE MP and Paul Scully MP.

Our team in Hong Kong also worked alongside government and PEIs in 2023 on a number of exciting projects to improve and promote STEAM (Science, Technology, Engineering, Art and Maths) and Innovation and Technology (I&T) education throughout the country. These included the 'Engineer On Campus' programme that delivered STEAM events to Primary and Secondary school students, and the introduction of 3 new learning modules, designed to enhance student's interest and ability in STEAM subjects with hands on, immersive activities.

In 2023, we ran an amazing 176 Faraday Challenge Days, with 5,786 participating across a record-breaking 450 UK schools and 1 home educated team. Of these participants, 52% were female students, and 28% were from under privileged schools\*.

More records were broken at our FIRST LEGO League events in 2023, with FLL Explore (6 – 9 years) surpassing 2,000 teams entered for the first time ever. In fact, across all FLL events, we had a massive 35,783 students take part from 778 schools and 130 out of school organisations, 34% of which participants were female. A further 9,010 young people engaged with previous season FLL kits during off season – you could not get enough this year! A big thank you to all who engaged with our education events and programmes in 2023, we can't wait to keep growing and promoting engineering education in 2024.



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

# Neurodiversity in Engineering and Technology

## Learn more about our latest EDI research report

### What is neurodiversity?

In the report we use the term 'neurodivergent' to describe specific minority neurotypes including ADHD, autism, dyslexia, dyspraxia, dyscalculia and Tourette syndrome.

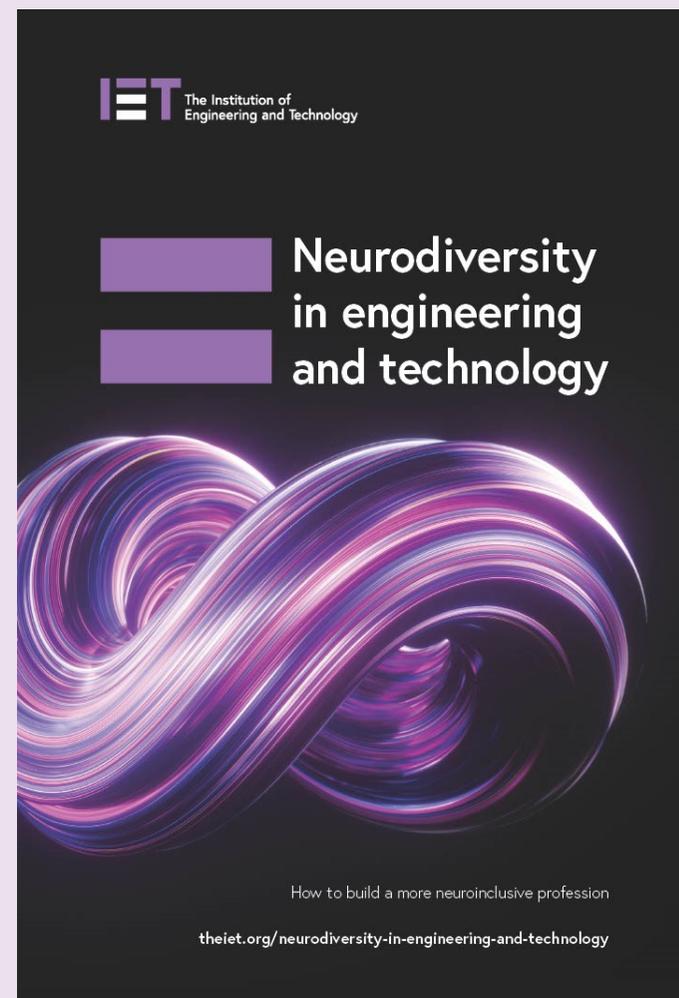
### Why did we do this research?

Existing data on neurodiversity in the industry was limited and most likely underestimated the number of neurodivergent professionals. However, the data did reveal that many neurodiverse engineers and technicians are reluctant to be open at work due to stigma, and being part of an under-represented group can make this even harder. By improving the working environment for neurodiverse engineers and technicians, the industry will become more open, inclusive and benefit from the many and varied strengths of these individuals.

### What did we find?

Our report identified **seven key areas** where change is needed:

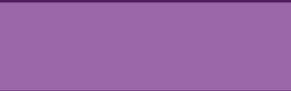
1. Treating neurodivergent engineers and technicians as individuals.
2. Raising awareness and shifting attitudes.
3. Training line managers to support neurodivergent team members.
4. Integrating neurodiversity into working practices and culture.
5. Making it easier to access workplace adjustments.
6. Offering targeted career support where it is wanted.
7. Enabling neurodivergent engineers and technicians to access and build support.



Scan the QR code to read the full  
report and two-page summary.



# Our Neurodiversity Member Network



A 2022 survey found that almost one in five people from across the IET Volunteer community who responded (19%) identified as definitely or possibly neurodivergent. Our Neurodiversity Member Network is a supportive peer to peer network for neurodiverse IET members, as well as a place to share ideas and feedback on neuroinclusion at the IET directly with our EDI team. The network meets every 6 to 8 weeks on a Friday afternoon.

## Member feedback:

*"It's been fantastic, as a group we've been able to put forward new ways that the IET could support us. Through this I've met a professional registration advisor (PRA) who helped me with my application and discovered tools that have made the application process easier for me"*

- Network member

If you're interested in joining our Neurodiversity Member Network, or you'd like more information, please contact us at [inclusion@theiet.org](mailto:inclusion@theiet.org).

## EDI team representatives:



Laura Norton,  
IET Head of EDI



Daisy March,  
Senior EDI &  
Engagement Executive

# 2023 Monthly Highlights

Here are some of our EDI highlights throughout the year.

## January

We delivered an EDI Workshop for colleagues in our Corporate Events team to help grow inclusive practices at IET events.

We presented the 2022 Volunteer EDI survey results at the Registration and Standards Conference and worked with our Volunteer Support Unit and Volunteer Management Forum to develop an action plan.

We represented the IET at the Equal Engineers Equality in Engineering Conference.

We kicked off our Neurodiversity in Engineering and Technology Project.



## February

We celebrated LGBTQ+ History month internally and across social media.

We hosted and supported the STEMettes 10th Birthday walk across Waterloo Bridge, celebrating amazing and often forgotten women in STEM.

We held our second EDI Member Working Party meeting where we presented our 2022 EDI Year in Review and Volunteer EDI Survey results.

We recruited members to our Neurodiversity Advisory Board to support our Neurodiversity in Engineering and Technology project.



## March



We celebrated International Women's Day with the launch of our 2023 YWE Applications. Internally, UK colleagues shared their thoughts on 'equity' and 'privilege', and India colleagues shared a '9 things you didn't know were invented by women' campaign.

We held our first Advisory Group meeting for our Neurodiversity in Engineering and Technology research project, and celebrated Neurodiversity Awareness Week internally by sharing helpful resources and a Q&A with neurodiverse colleague, Chloe, on her lived experience of dyslexia.

We renewed our Stonewall Diversity Champion membership.

We held our Hong Kong Young Woman Engineer of the Year closing ceremony, celebrating our 6 fantastic awardees.

We launched our Inclusive Thinking Campaign, calling for practical tips and actions to improve inclusivity. Scan the QR code to share yours!



## April

Our Education team hosted the launch of a new braille kit for use on our FIRST LEGO League challenge, enabling blind and partially sighted children to take part.

Our Head of Corporate Communications, Brand and Impact represented the IET at the Diversity and Inclusion APPG roundtable on regional inequity in STEM careers.

Our Head of EDI attended the WES annual conference and spoke at the Forschungszentrum Juelich GmbH research institute in their Jülicher Colloquia: with reflections on Diversity and Inclusion in Science.

We recognised members, volunteers and colleagues celebrating Eid internally and across social media.



## May

Our Head of EDI and Public Affairs Manager attended the PICTFOR Diversity and Inclusion Rally in Westminster.

We continued research for our Neurodiversity in Engineering and Technology report by hosting focus groups with neurodivergent engineers and technicians throughout the month.

Katy Deacon, IET Trustee and Chair of our EDI Working Party, presented our EDI work at the IET Young Professional Committee at Savoy Place, and represented the IET on a First Friday Club Press Panel in preparation for International Women in Engineering Day (INWED).

Internally we recognised Dying Matters Awareness Week and Mental Health Awareness Week.

## June

For the first time, we delivered a live-streamed webinar focused on improving organisational EDI, as part of our on-going REflect partnership with RS Grass Roots and AFBE – scan the QR code to watch!

Internally, we held an all-colleague talk on supporting men's mental health to mark Men's Health Week, and celebrated LGBTQ+ Pride month, including updating our venue Pride flags, relaunching our internal network and sharing helpful LGBTQ+ information with colleagues.

Our Head of EDI attended the pilot premiere of The Inspire Series showcasing women engineers at the Science Museum, hosted by Yewande Akinola, Nike Folayan, Anne-Marie Imafidon and Larissa Suzuki.

We held our second Advisory Group meeting to discuss findings from our Neurodiversity in Engineering and Technology project, and published Member News articles highlighting our ongoing research.



## July

We closed our YWE 2023 applications with over 150 applicants and kicked off the online judging process.

We celebrated Disability Pride Month internally by inviting colleagues to share truths and myths around their experience of disability and held a workshop session to identify ways to improve disability inclusion at the IET.



In further celebrations for Disability Pride Month, IET Trustee and EDI Working Party Chair, Katy Deacon, delivered an all-colleague talk on her lived experience of multiple sclerosis and the Royal National Institute of Blind People delivered a talk on supporting those with sight loss.



## August

We partnered with RS Grassroots and AFBE to deliver the REflect Youth event in London, which aims to introduce young people from low socio-economic and/or Minority Ethnic backgrounds to the opportunities in STEM.

We closed online judging for the Young Woman Engineer of the Year Awards and held the interview stage where our official 2023 finalists were chosen.

We strengthened our partnership with AFBE to further grow our understanding and ability to support Black and Minority Ethnic people in the engineering community.

Ms Pragati Bhattad was awarded our IET India Scholarship Award 2023 for her innovative healthcare solutions.



## September

We opened registration for our 2023 Young Woman Engineer (YWE) of the Year awards ceremony.

We held a Volunteer's inclusive language session, attended by 50 volunteers, sharing best practices and our EDI Glossary resource.

The Board of Trustees approved, subject to Terms of Reference, the formation of an EDI Board to replace the EDI Working Party.

Internally, we celebrated National Inclusion Week by sharing interviews with our internal EDI network chairs and hosting 'meet the networks' sessions both in IET Futures Place and virtually.



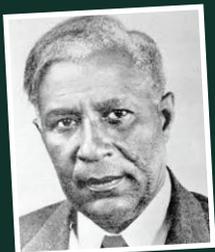
## October

Our Head of EDI appeared as a panel member for a National Dyslexia in Engineering Day Webinar, Engineering Differently' A discussion of dyslexia and the HVAC industry.

We announced the 2023 YWE finalists on Ada Lovelace day.

We celebrated Black History Month internally by sharing colleague's Black STEM heroes across our Futures Place digital signage and on social media, and invited Dr Ollie Folayan back to deliver part 2 of his 'History of Racism' talk, titled 'Ethic of Engineering'.

We highlighted World Mental Health Day by launching our second cohort of Mental Health First Aiders, and sharing a video identifying real-life barriers to accessing help with Disabled Adventurer and Speaker, Nick Wilson.



## November

We launched our Neurodiversity in Engineering and Technology report exploring the lived experiences of neurodiverse engineers and technicians. Scan the code to read it.

We held our first Young Woman Engineer of the Year Alumnae event on 13 November at Savoy Place, bringing together the inspiring community of past winners to network and share their insights on how to advance the awards.

We celebrated LGBT STEM Day with an all-colleague talk on 'Accelerating LGBTQ+ inclusion in tech' from Amy Lynch, co-head of Diversity, Equity and Inclusion at tech consultancy Thoughtworks.

We received confirmation of our re-accreditation as a Disability Confident Employer.



## December

We held our 2023 YWE ceremony hosted by the fantastic Anne-Marie Imafidon, where we were delighted to announce our latest YWE winner, Titi Oliyide.

We set up our YWE Alumnae LinkedIn group, providing a space for this inspiring community of women engineers to connect with each other and the IET.

Internally, we shared an overview of the key themes and topics highlighted by colleagues via our anonymous EDI suggestion tool.

Founder and CEO of Maini Renewables Pvt Ltd, Swati Maini, was named our Young Woman Engineer of the Year India.



# Our EDI Colleague Networks

**Our networks bring together colleagues to create safe and welcoming spaces for everybody to contribute and offer recommendations in specific areas. This benefits our culture, individuals, and IET working practices.**

Throughout 2023, we have continued to build and progress our EDI colleague networks, including relaunching our LGBTQ+ Network and developing our Disability and Neurodiversity intranet area to best support colleagues in accessing support.

In celebration of National Inclusion Week, we held an in-person opportunity to get to know our internal networks at our Future Place venue, along with a global virtual session where each network shared projects and ambitions.

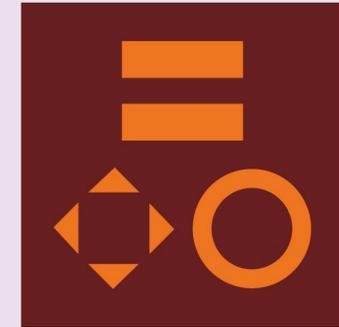
We celebrated National Fertility Week with a series of activities, including the launch of a roadmap highlighting the route to receiving wellbeing support for fertility challenges and a Fertili-tea session.

We recognised World Menopause Day and shared our policies and activities to support colleagues.

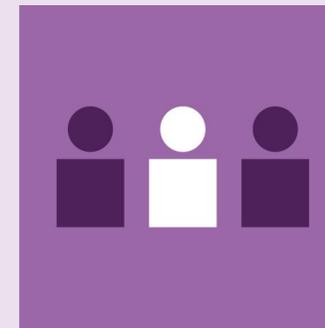
We were very proud to train and introduce our second cohort of Mental Health First Aiders in 2023. In celebration of this, our Mental Health First Aiders teamed up with Disabled Adventurer and Speaker, Nick Wilson, to create a video highlighting some of the real-life and key actions towards positive change.

We were very delighted to achieve reaccreditation as a Disability Confident Employer and we continue our work to Leader status.

We were also proud to achieve Workplace Wellbeing Charter Accreditation with Health@Work, scoring excellence across three areas of assessment.



EDI Committee



Race and Culture



LGBTQ+



Disability Inclusion



Wellbeing Champions

# Colleague diversity data collection

Our EDI colleague diversity data collection offers invaluable insight into the diversity that currently exists internally at the IET, and helps us identify areas of focus for future EDI projects.

In 2023, we received a response rate of 45% and our results showed:

- 11% of respondents identify as having a disability. Of these respondents, 74% agree or strongly agree that the IET has made adequate adjustments to enable them to carry out their role.
- Neurodivergence remains present within the workforce, with 11% of respondents identifying as neurodivergent, and a further 14% saying they were unsure.
- Reported mental wellbeing has improved, with almost 3 in 5 describing theirs as very positive or positive.

On our EDI strategy:

- 98% of respondents are aware of our EDI strategy.
- 71% of respondents believe the strategy is effective in improving EDI within the IET.
- 58% of respondents believe the strategy is effective in improving EDI within the engineering and technology profession.



## Exploring even further

Alongside these results, for the first time we have also offered the opportunity for colleagues to take part in interviews to share and discuss EDI within the IET in more detail. 24% of survey respondents expressed an interest in taking part in one of these sessions which will take place in early 2024.

# And in 2024...

Our passion and enthusiasm for our EDI initiatives continue into 2024. We will support and advocate for improved wellbeing and inclusivity for all our members, volunteers and colleagues and work with our partners and community to drive inclusion in the sector.

Our main priorities in 2024 include embedding our neurodiversity work and continuing to strive for improved gender parity in engineering and technology.

We will continue to spread the word for improved neurodiversity support within the engineering and technology sectors, highlighting the findings of our neurodiversity report through a series of events and webinars, each focusing on practical advice and actions to make a real difference in individuals' lives. We will also progress our own commitments outlined in the report, including improving neurodiverse inclusion throughout our policies and procedures, and building a dedicated toolkit to support other organisations and stakeholders in implementing positive change.

In 2024 we will continue to grow and develop the YWE alumnae community through events, campaign collaboration and our dedicated LinkedIn group. We look forward to further celebrating this community of inspiring, accomplished women and supporting their connections to each other and to us at the IET.

In 2024 the new EDI Board will meet for the first time. This board will ensure our EDI values and initiatives are represented and embedded within the wider engineering community and our approach to global engineering challenges.

Internally, we plan to further grow our networks, working with our colleagues to broaden our support to include further underrepresented groups and build strong and inclusive networks that truly represent the fantastic diversity that exists within the IET.



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# Driving real change through our Equality, Diversity and Inclusion efforts