IET The Institution of Engineering and Technology

Our EDI Strategy overview for Volunteers

Equality, diversity and inclusion (EDI) are core to our values and beliefs, running throughout our IET Strategy 2030. We're building an inclusive culture that inspires, engages and celebrates the diversity of our members, volunteers, colleagues and wider engineering and technology community. We want everyone to fulfil their potential and feel they belong in engineering and technology.

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.**

Why?   Engineering and technology are for everyone. It's not only morally right to ensure that everyone has equal opportunity, but to improve our world, shape our future and solve complex global challenges we need to include a diversity of talent and knowledge. Furthermore, in the UK we still face a nationwide skills shortage threatening our industry. To address this and ensure the sustainability of our industry we must support equal opportunities for all and be truly inclusive.

Focus areas

🧍	**Disability** (this includes non-visible disabilities)	Disabled people are underrepresented in STEM -making up 11.1% of the workforce.
🧍	**Gender**	Women make up only 16.5% of UK engineers despite making up 51% of the population.
⚧	**LGBTQ+**	29% of survey respondents who identified as LGBTQ+ would never consider a career in engineering for fear of discrimination.
👥	**Race and ethnicity**	9.9% of those working in engineering are from minority ethnic backgrounds, despite making up 27% of engineering graduates. Only 30% of organisations take action to attract racial minority groups into their workforce.
⚖	**Social mobility**	21% of those working in engineering come from lower socio-economic backgrounds, compared to 29% of the wider workforce.

Activities
- Language
- External Initiatives
- Imagery
- Internal Initiatives
- Media (including social)
- Awards

The EDI strategy considers the global nature of our volunteers and engineering and technology community, as well as our ambition to be a truly global organisation by 2030.

We will
— Understand the diversity and sense of belonging of our volunteers
— Celebrate the diversity of our volunteers
— Grow a network of volunteer EDI champions and advocates
— Provide resources and guides to support volunteers with EDI in their role

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Equality
Ensuring individuals are viewed and treated equally, often understood in terms of the protected characteristics of the UK Equality Act 2010.

Diversity
Anything that can make us different from others. This includes but is not limited to gender, age, disability, race, socio economic status.

Inclusion
Ensuring everyone feels that they belong and can participate.

For more information, read our full **EDI Strategy**

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