Equality, Diversity and Inclusion Action Plan

IET The Institution of Engineering and Technology

This action plan outlines how we will continue to deliver our EDI strategy.

In the next 3 years of this strategy to 2025 our responsibilities are to:

– develop an inclusive environment within our workplaces and to ensure that the IET lives its values within EDI

– embed EDI throughout the work that we deliver within those workplaces

– build an inclusive membership with a true sense of belonging which celebrates diversity

– inspire the next generation and ensure inclusive access to engineering and technology

– inform and support organisations and individuals in promoting and advocating for improved EDI across the engineering and technology sector

Key audiences of our EDI strategy include IET:

– members

– volunteers

– colleagues

– organisations

– and the wider engineering and technology community

Current priority areas include:

– disability

– gender

– LGBTQ+

– race and ethnicity

– social mobility

We will meet these responsibilities through the following goals and activities

1. **Our workplaces are inclusive environments where everyone feels supported and able to bring their whole selves to work and succeed.**

   – Understand the diversity demographics of our colleagues and how diverse and inclusive we are as an employer. This began in 2021 and will develop throughout the remaining years of this strategy.

   – Review policies related to employment with a focus on inclusivity.

   – Achieve disability confident leader status in 2023.

   – Ensure we are in a position to become a Race at Work Charter signatory by 2024.

   – Understand the diversity demographics of our recruitment processes by 2023.

   – Understand the diversity demographics of our career progression processes by 2024.

   – Encourage conversations around EDI, in particular, focusing on our current priority areas.

   – Ensure our workplaces represent best practices in EDI.

2. Measured improvement in EDI performance through our core areas of activity.

– Use the Royal Academy of Engineering and Science Council D&I Progression Framework to monitor performance in EDI.

– Prioritise actions in the areas in which we performed less well in the 2021 Royal Academy of Engineering and Science Council D&I Progression Framework self-assessment for improvements.

– Use our digital accessibility audit and action plan to ensure our digital offering is inclusive and accessible.

– Measure and improve the inclusivity and diversity of our publishing practices by 2025.

3. We have an inclusive membership with a true sense of belonging which celebrates diversity.

– Understand the diversity and sense of belonging of the IET volunteer base. This will begin in 2022 and develop throughout the remaining years of this strategy.

– Understand the diversity and sense of belonging of the IET membership. This will begin in 2023 and develop throughout the remaining years of this strategy.

– Grow a network of IET member EDI champions and advocates.

– Provide resources and practical guides to support volunteers and members within EDI for example: tackling bullying and harassing behaviours, having conversations around EDI, inclusive committees, inclusive communications and inclusive events.

– Celebrate the diversity of our members and volunteers.

4. The next generation is inspired and feel able to access and progress their learning and progression into engineering and technology careers.

– Showcase diverse careers in engineering and technology.

– Showcase the public commitment of IET volunteers and members to improved EDI within the sector.

– Further develop our inclusive support for schools and parents, working with partners where appropriate.

– Continue to showcase role models through campaigns such as Young Woman Engineer of the Year Award, Celebrating Impact, Engineering Kids Futures.

– Increase the diversity of talent entering the profession through our education programmes of activity, mentoring programme and support to partner organisations.

5. Employers and individuals are supported and empowered to promote and advocate for improved EDI across the engineering and technology sector.

– Deliver research to further understand the barriers to employers improving EDI for underrepresented groups in relation to our current areas of focus.

– Deliver campaigns and toolkits to support individuals unsure how to best advocate for improved EDI.

– Articulate the importance of an inclusive engineering and technology workforce.

The responsibility for this action plan sits with the Head of EDI with oversight from the Head of Corporate Communications, the Director of International, Strategic Marketing and Engagement, the Executive Team and the Board of Trustees. The EDI team will work with and draw upon support from members, volunteers and colleagues, in particular members of the EDI staff committee, EDI working party, EDI networks and Board of Trustee EDI Champions.