

9 March 2026

PAPER CLASSIFICATION: OPEN

Board of Trustees

EQUITY, DIVERSITY AND INCLUSION (EDI) YEAR IN REVIEW

(Paper by Daisy March and 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 consider the *EDI - A year in review 2025*.

2. Timing

Board of Trustees, 19 March 2026.

3. For Note

The Board is invited to note the *EDI - A year in review 2025*.

4. Background

4.1. In 2021, as part of our continued development within equity, diversity and inclusion (EDI) we committed to publicly review our EDI activities and progress annually. Our *EDI - A year in review 2025* report, is the fourth annual review of our EDI achievements.

4.2 Our *EDI – A Year in review 2025* 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
- continue to position ourselves as a leader in EDI within the engineering and technology sector.

5. Key Updates

5.1.1. The *EDI - A year in review 2025* is attached (**Appendix A**) for consideration. Once reviewed by the EDI Board this will be sent to design for completion.

5.1.2. The EDI Board approved the release of the *EDI - A year in review 2025* at its meeting on 12 February 2026.

5.1.3. The *EDI - A year in review 2025* 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.