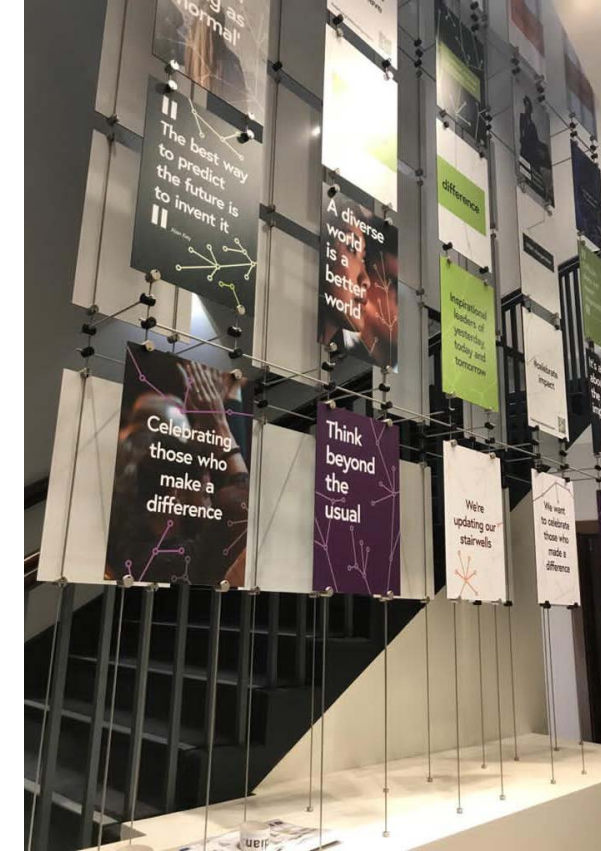


Equality, Diversity and Inclusion



A year in review | 2021

Please note the imagery used in this report was taken prior to the Covid-19 pandemic due to lockdown restrictions preventing in-person events from taking place.



Introduction

Our Equality, Diversity and Inclusion (EDI) strategy to 2025 and EDI roadmap support our IET Strategy 2030, as well as our values and supporting behaviours. It demonstrates our commitment to providing equal opportunities for all and highlights that we value everybody associated with us. It contributes to our overarching 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.

Throughout 2021 our focus areas were:



Gender



LGBTQ+



Race and culture



Disability



Social mobility

Within disability there are two particular areas of focus, these are neurodivergence and mental health.

In 2021, as part of our continued development we committed to publicly review our EDI activities and progress annually.

This *EDI - A year in review 2021*, is the first annual review of our EDI achievements. It 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



Holding ourselves to account

EDI is not only important for our people – our colleagues, volunteers and members – but it must be embedded throughout all of the work that we do. We are committed to continually reviewing and improving our progress. In 2021, we undertook an EDI audit of all our processes and activities, this highlighted areas in which we are doing well and areas for improvement.

We adopt and endorse the **Royal Academy of Engineering and Science Council Diversity and Inclusion Progression Framework**; this is a unique tool that supports professional bodies to track and plan their progress on EDI across key areas of professional body activity. Since 2017 we have been members of the Steering Group. In 2021 we carried out a self-assessment exercise using this tool and benchmarked ourselves against other professional bodies and scientific organisations. Our results improved in six of the eight core areas assessed (between 2017 and 2021 assessments) and we can now prioritise further areas for improvement. Looking forward, our EDI audit and our Progression Framework self-assessment will guide our next steps and progression in 2022.

We also carried out a digital accessibility audit of our main website. Throughout the year we have made many changes such as ensuring our sites are operable with a keyboard only, improving keyboard operability of our main site navigation, as well as updating our brand guidelines to ensure that all approved text and background colour options have adequate contrast.

EDI is embedded throughout our programmes of activity, some of these are highlighted over the following pages.

This year for the first time in the IET's history our Board of Trustees was composed of



50%
women



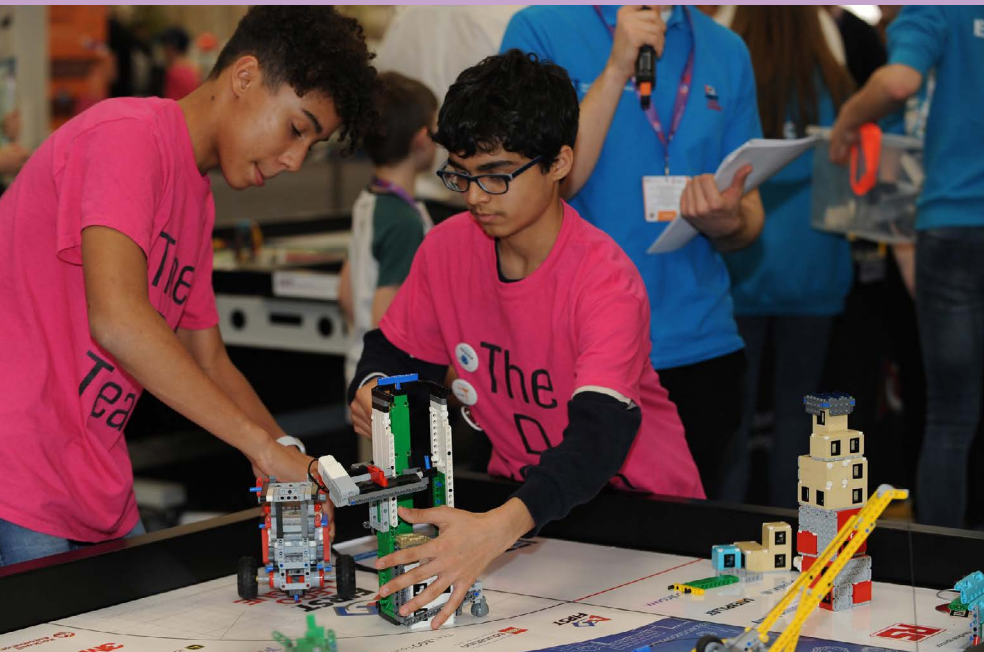
50%
men

Education



EDI runs throughout all of our programmes of activity in Education. We actively inspire young people from all backgrounds to study Science, Mathematics, Engineering and Technology (STEM) subjects and to raise awareness of engineering careers. We provide a wide range of free teaching resources including, hands-on activities, STEM competitions, funding and career information to all schools and parents.

This year we have secured over £700,000 of funding from sponsors and donors including considerable support for our IET Faraday Challenge Day and *FIRST*® LEGO® League programmes for disadvantaged schools and children across the whole of the UK and Ireland. We also know that over 50% of students involved in IET *FIRST*® LEGO® League and Faraday Challenge Day programmes were girls.



Digital Poverty Alliance



The IET is proud to be a founding partner of the **Digital Poverty Alliance** along with the Learning Foundation, and Currys. Our vision is to live in a world which enables everyone to have an equal and sufficient opportunity to access the life-changing benefits that digital brings. Our mission is to create a global community of organisations, active across all areas of the digital divide, collaborating and uniting under a common cause, to end digital poverty once and for all.

digital
poverty
alliance
board partner

EDI Networks



Throughout the year our EDI committee and networks continued to support colleagues and/or volunteers as well as proactively improving EDI in their focus areas. Our networks also provide a great source of consultation for example on new or improved policies such as hybrid working or parental leave (see section on network highlights).

Wellbeing remained a priority for us, for our colleagues, volunteers and members. We continued to support our colleagues ensuring mental health and physical health was a priority during the continued global pandemic. In 2021 we trained our first cohort of mental health first aiders. These 13 colleagues aim to provide a safe and confidential point of contact for any colleague who has mental

health concerns and would like space to talk and find out more information about the support available to them.

We have staff groups who join together to share experiences, support one another and raise awareness such as the working parents support, fertility and baby loss, and supporting menopause in the workplace groups.

Foothold is available to all IET members providing support through life challenges across many areas. All enquiries are confidential and not shared with any other organisation (except for service partners when appropriate).

2021 Campaigns



EDI has remained a focus throughout many of our campaigns such as: Engineer a Better World, Celebrating Impact and our Difference Makers campaign.

As part of our 150th anniversary celebrations we launched our Celebrating Impact campaign. This campaign aimed to show how truly diverse and incredible the engineering and technology professions are and eliminate outdated unrepresentative stereotypes of engineering. The IET called on the public to nominate people who they think have made a significant difference to the world of engineering and technology or who have paved the way for innovators of the future. As Savoy Place closed for the end of year break, we took the opportunity to update the stairwell exhibition ready for 2022.



Areas to develop

Our **EDI strategy** underlies and prioritises our work within IET workplaces, membership, our activities, processes and services and within the wider engineering and technology community. Our EDI strategy is a working document, and we must regularly review and update it. In early 2021 we refreshed our EDI strategy for the year ahead.

One area in which we know we can do better is embedding EDI in our events and conferences. In 2021, we put together a pledge for more diverse panels at our events:

Where possible, we commit to ensuring that all of our conferences, events and speaker panels have diverse representation in line with the aspirational targets we hold for the diversity of our membership. Conference and panel chairs will encourage diverse voices to be heard equitably in debate. We will work to identify and address particular areas of under-representation where a lack of diverse talent exists, and we will assign accountability, measure progress and publish results related to these targets.



Another area in which we aim to improve is understanding the diversity of our own organisation. In 2021, we conducted our first global EDI staff survey which is helping us to understand the diversity of our workforce and actions we need to take to become a more inclusive organisation.

We are working with our partners to learn and share best practice on improving the incorporation of diversity data collection into our systems and processes for our volunteers and members.

2021 month by month

Here are some of our EDI highlights throughout the year.

January

We promoted a series of LGBTQ+ Engineering seminars, supported by the STEM village and organised by some of our IET colleagues.

We opened applications for our second cohort of our Women's Leadership Development Programme. This was introduced as one measure to further women's development and progress at the IET.

February

We celebrated International Day of Women and Girls in Science.

We launched an EDI focussed episode of our **Engineering a Better World** podcast in partnership with The House magazine.

Scan the QR code to listen on a mobile device.



April



We completed the 2021 Royal Academy of Engineering & Science Council Diversity and Inclusion Progression Framework benchmarking exercise progressing in six of the eight core areas.

We were very pleased to achieve Disability Confident Employer status as part of the Disability Confident Scheme.



March

We celebrated International Women's Day through our social media channels and recognised the importance of this day by launching nominations for Young Woman Engineer of the Year 2021.

We hosted our first online Young Woman Engineer of the Year awards, celebrating our 2020 finalists and winner, Ella Podmore.



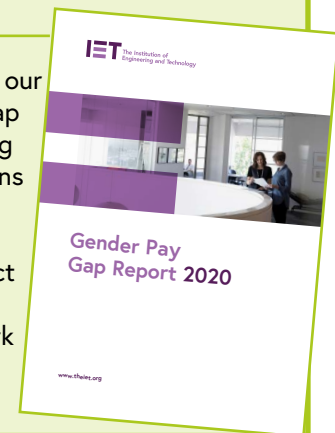
Young Woman Engineer of the Year 2021

The Young Woman Engineer (YWE) of the Year Awards have been celebrating women working in modern engineering for more than 40 years and aim to help change the perception that engineering is predominantly a career for men, by banishing outdated engineering stereotypes of hard hats and greasy pipes. The IET's awards continue to raise awareness of what engineers do by honouring the very best early career women engineers working in the UK.

We ensure our judging processes are fair with an unconscious bias observer present. We also ensure we have a diverse panel of judges and that the finalists each year are a diverse representation of women engineers in the UK.

For the first time, YWE expanded internationally and was also celebrated in India and Hong Kong.

We published our gender pay gap report showing that the actions we are taking are having a positive impact but there is still much work to be done.



May

We broadcasted our very own 150 show series throughout our 150th anniversary week.

Our 'People' episode was focused on inclusive engineering and what it means to be an engineer.

Scan the QR code to watch on a mobile device.



We undertook a large-scale digital accessibility audit which has led to improvements across our website and digital capability. Changes from this audit are still being introduced.

THE 150 SHOW



Youth STEM Personality of the Year winner, Callum Daniel

June

We celebrated International Women in Engineering Day with our IET Coventry and Warwickshire Local Network hosting a webinar with IET (Immediate-Past) President Danielle George MBE. The panel was made up of our first-ever all-woman Local Network Committee, with all Chair positions being held by women until and including 2023.

We celebrated Autistic Pride Day on social media with Professor Lara Suzuki, FIET and former WES prize YWE winner.

We came together with other Professional Engineering Institutions to celebrate Re:Engineering Pride through a series of online events.

July

We supported the Global Finding Ada Conference – our (Immediate-Past) President, Danielle George MBE took part in a Q&A with Mamta Singhal MBE to share what the IET are doing to get more women into STEM.

We were very pleased to achieve our Workplace Wellbeing Charter accreditation through Health@work.



This year our partnership with RS Components led to two events for REflect, we held our youth event as well as an event aimed at businesses providing insight into the under-representation of people from diverse ethnic backgrounds in organisations.

REflect

RS Components and the IET joined forces to create a brand new, one of a kind initiative and National Day called REflect.

Our events are aimed at young people (16-25) from diverse ethnic backgrounds to highlight the cool opportunities in the world of engineering and technology that they might not have had access to before.



August

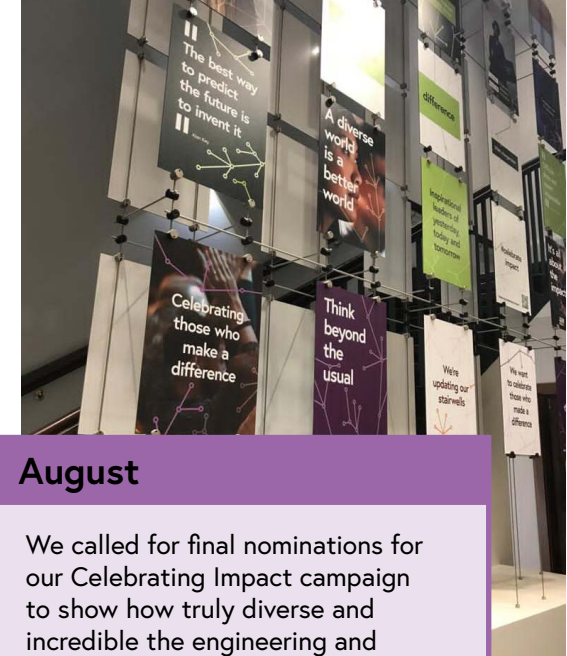
We called for final nominations for our Celebrating Impact campaign to show how truly diverse and incredible the engineering and technology professions are.

September

We launched the IET Bookshelf. Each episode is streamed live on YouTube. In 2021, we interviewed a series of authors including Brian David Johnson, Femi Fadugba and Lewis Dartnell. These will continue in 2022 with some exciting guests already lined up.

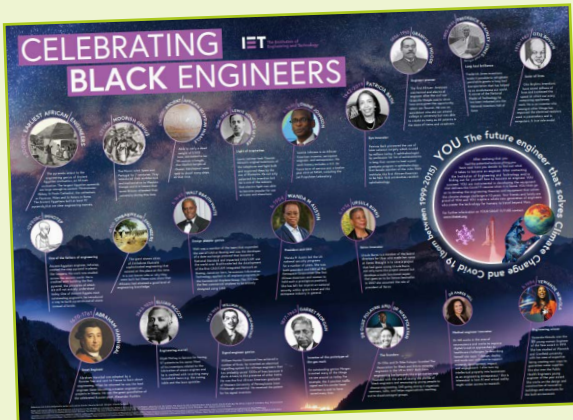
IET Bookshelf

With EDI at it's heart, our virtual club looks at STEM-related books written by contemporary authors. With each episode, we talk to the author, going beyond their book and find out what inspired them. Each episode also includes a live Q&A session.



October

We celebrated Black history month sharing profiles of amazing Black engineers and technologists.



We celebrated International Ada Lovelace day across our social media channels by announcing the 2021 finalists for the Young Woman Engineer of the Year Awards.



We launched our internal staff diversity survey. The results of which will inform our actions and next steps in 2022 to ensure we have a more inclusive workplace.

We invited members, volunteers, partners and customers for their views on EDI in their workplace, and what their career experiences have been so far to contribute to an exciting new EDI campaign in 2022.

November

We celebrated LGBTQ+ STEM day. We promoted exceptional engineers to mark and support the day.

We appointed a Head of EDI. This new post for the IET, demonstrates our commitment to improving EDI within our workplaces and the work we do, as well as within our membership and the profession we are proud to represent.

LGBTQ+ STEM day

International Day of LGBTQ+ people in STEM is a day dedicated to highlighting the work and addressing the barriers facing LGBTQ+ individuals in STEM careers. Research from the IET has found 29% of people who identify as LGBTUA+ (Lesbian, Gay, Bisexual Transgender, Undefined, Asexual) opted against having a career in STEM due to worries they would be discriminated against.

December

On 2 December we celebrated our Young Woman Engineer of the Year finalists and announced our 2021 winner, Dr Ciara McGrath, in our first ever hybrid award ceremony hosted at Savoy Place by Sam Quek MBE and joined by our guest speaker June Angelides MBE. This has been watched by over 7,900 people on YouTube.



We celebrated Purple light up day by downloading purple backgrounds to use in our online meetings, we held an online coffee morning, colleagues shared their blogs to help us to understand more about their lived experiences and we looked back at the achievements we have seen in disability inclusion this year.

#PurpleLightUp

#PurpleLightUp is a global movement that celebrates and draws attention to the economic contribution of the 386 million disabled employees around the world. PurpleSpace leads this movement to celebrate International Day of People with Disabilities (IDPD) held annually on 3 December, using the colour purple which is emblematic of disability, to drive the momentum for disability inclusion.

It provides the opportunity for employers, disabled employees, and allies to come together to jointly celebrate 'purple talent' and to highlight to the world the importance of disability inclusion across all sectors and industries. It seeks to change and challenge the 'tired' narrative of incapacity and deficit to one of opportunity and human potential.

2021 Network activity



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



Disability inclusion staff network

Worked closely with our Stevenage office refurbishment team to ensure that lived experience was and is directly fed into the design and finish of the newly refurbished building.



Neurodiversity member network

Supported individual neurodiverse members through professional registration.

Carried out user testing to support digital accessibility audit improvements.



Wellbeing staff network

The first cohort of Mental Health First Aiders completed their training as an additional resource to provide support for colleagues.

Set up a wellbeing hub for colleagues to access. This has a series of resources including webinars, guides and external support.



LGBTQ+ staff network

Assisted and advised the membership and IT teams on new processes that allow more diverse titles such as Mx to be used in our membership database.



Race and culture staff network

Published a guide to support all colleagues in educating themselves on terms related to race and culture and in normalising inclusive language.

Created a calendar of international celebrations for all staff to use.

Provided a resource to support people in achieving more diverse panels.



And in 2022...

We will continue to set ourselves high standards. To kick start our work in 2022 we will review our current EDI strategy and governance structure.

Following our 2021 EDI staff survey we will produce and implement an action plan based on those results. Initial key recommendations include improving our diversity data collection processes for our staff, monitoring applicant diversity data through the recruitment processes and maintaining and improving our activities to support equality in our workplaces. Wellbeing will remain a top priority in our workplaces.

Following the results of our 2021 EDI audit and our self-assessment using the Royal Academy of Engineering and Science Council Diversity and Inclusion Progression Framework, an overarching area for improvement is diversity data collection and monitoring. We've already embarked on this journey and in 2022 we will collect, analyse, and monitor diversity data from our volunteers.

Understanding data is key to improving diversity; we will ensure that we take an evidence-driven approach to our work. We will continue to further develop trust in self-reporting of diversity data, so that we can learn and take appropriate corrective actions where needed.

We're working on new exciting projects for 2022, aiming to inspire and empower the engineering community to make our industry more inclusive. At the end of 2021 we asked our members, volunteers, partners, and customers for their views on EDI in their workplaces. We are very grateful for all of the responses which are now helping to shape a new campaign to promote inclusion within our community.

Get in touch

inclusion@theiet.org

Contact information

London, UK

T +44 (0)20 7344 8460

E faradaycentre@ietvenues.co.uk

Stevenage, UK

T +44 (0)1438 313311

E postmaster@theiet.org

Beijing, China*

T +86 10 6566 4687

E china@theiet.org

W theiet.org.cn

Hong Kong SAR

T +852 2521 2140

E infoAP@theiet.org

Bangalore, India

T +91 80 4089 2222

E india@theiet.in

W theiet.in

New Jersey, USA

T +1 (732) 321 5575

E ietusa@theiet.org

W americas.theiet.org

@TheIET      

theiet.org

The Institution of Engineering and Technology is registered as a Charity in England and Wales (No. 211014) and Scotland (No. SC038698). The Institution of Engineering and Technology, Michael Faraday House, Six Hills Way, Stevenage, Hertfordshire SG1 2AY, United Kingdom.

*A subsidiary of IET Services Ltd.



Driving real change through our Equality, Diversity and Inclusion efforts