

Equality, Diversity and Inclusion



A year in review | 2024



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 2024 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.

Celebrating progress and partnerships in 2024



It's been another action-packed year for Equality, Diversity and Inclusion (EDI) at the IET - here's a quick look at some of the highlights from throughout 2024.

In February, we proudly welcomed **Women into Science and Engineering (WISE)** into the IET family. This partnership brings together our combined expertise to accelerate the path towards achieving gender parity within Engineering and Technology. By joining forces, we aim to build an environment where everyone feels welcome and can succeed.

In March, we were proud to hold the first meeting of our EDI Board since its official establishment. The Board met a further two times in 2024 to oversee and advise on EDI activity - **find out more on page 4.**

This year, we made significant strides towards the commitments outlined in our 2023 Neurodiversity in Engineering and Technology report. In March, we hosted our 'Supporting neuroinclusion at work: One size doesn't fit all' panel event, which provided valuable insights from experts on how to support neurodivergent colleagues. Additionally, in July, we published our 'Supporting neuroinclusion at work' toolkit, offering practical guidance for organisations and individuals to help neurodivergent employees feel comfortable and perform their best.



To further support our members, we established two new EDI member networks: Disability and LGBTQ+. These networks provide a platform for members to expand their connections, gain peer support, and engage directly with the IET on how we can best support them. These groups, alongside our Neurodiversity member network, underscore our commitment to building an inclusive community where all members feel valued and heard.

In 2024 we continued our support for the annual Reflect campaign, in collaboration with RS Grassroots and AFBE. This campaign aims to highlight role models and inspire individuals from Global Ethnic Majority (GEM) backgrounds in STEM industries. This year, we celebrated the 'Top 24 for 2024 GEMinSTEM,' a project that spotlighted 24 exceptional STEM trailblazers from GEM backgrounds. Their achievements serve as a beacon of inspiration for the next generation of STEM professionals.

In November, we were delighted to host the second Young Woman Engineer (YWE) alumnae event. This gathering brought together past YWE award winners to collaborate and network, fostering a sense of community and shared purpose. We extend our thanks to all who traveled to IET Birmingham: Austin Court to join us for this special occasion.

As we reflect on these accomplishments, we are motivated by the progress made and the partnerships formed. Together, we look to continue building a more inclusive and diverse future for Engineering and Technology.

Our EDI Board

In March, we proudly transitioned our EDI Working Party into a full EDI Board, establishing it as a permanent fixture to advise on and support our EDI initiatives. This important step underscores our organisational commitment to making EDI a priority, and ensuring it is embedded within all areas of the institution.

The Board is chaired by Katy Deacon (right), IET Vice President and founder of Towards Belonging Ltd.

Throughout 2024, our EDI Board has been actively engaged, meeting regularly to discuss various activities and projects. These meetings have been invaluable for sharing insights and exploring ways to better represent our diverse membership and the broader engineering community.

Aims for 2025

As we move into 2025, our EDI Board will play a key role in the formation and implementation of our 2025 to 2030 EDI strategy. We are excited about the potential achievements we can make with the ongoing support of our EDI Board, and the additional expertise of our new Partner, WISE. We extend a thank you to members of the Board and our valued Chair, Katy Deacon, for all their continued hard work and dedication to progressing equality, diversity and inclusion at the IET.



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

EDI in Education

Education at the IET enjoyed another excellent year in 2024, engaging with more students than ever before. During the 2023/24 academic year, we delivered 218 IET Faraday Challenges Days across the UK, involving 518 schools and 7,011 students, 47% of which were girls and 31% were from under-privileged schools*. The IET also delivered the FIRST LEGO League programme across the whole of the UK and Ireland to more students than ever before, with 8,960 teams registered involving a huge 58,536 students, 34% of which participants were female, engaged across all three divisions (FIRST LEGO League Discover, Explore and Challenge). In addition to this, over 120,000 IET STEM teaching resources for both Primary and Secondary school teachers and parents were downloaded from the IET Education website, making the 2023/24 academic year the most successful to date.

But the engagement didn't stop there, our wonderful IET Education Volunteers have had a busy year attending festivals, STEM events and careers fairs to engage more young people with hands on activities and inspirational talks, distributing over 80,000 careers material to both students and parents. We are also happy to see our IET Engineering Kids' Futures campaign continuing to gather momentum and has seen the recommendations made in the 2022 report now coming to life with the Governments call for a curriculum review and more support for teachers.

A big thank you to all who engaged with our education events and programmes in 2024, we can't wait to keep growing and promoting engineering education in 2025.

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



Neurodiversity in Engineering and Technology

Progressing our neuroinclusive commitments

In our 2023 Neurodiversity in Engineering and Technology report, we made series of commitments to support neuroinclusion both internally at the IET and within the wider engineering sector. One of these commitments was to produce a toolkit filled with practical neuroinclusive advice that people could easily implement into their working lives. We were delighted to deliver this resource for our members, volunteers and colleagues in July of 2024; to read it, please [click here](#).

Alongside this, we also worked with industry and neurodiversity experts to deliver our 'Building neuroinclusive workplaces: One size doesn't fit all' panel event, where we explored how to grow awareness for neurodiversity in the industry, and create workplaces that are accessible and enable neurodivergent people to succeed. If you missed it, you can watch it on demand [here](#).

In 2025, we have no plans to slow down on progressing our neuroinclusive commitments, focusing in particular on raising awareness of the impact and experience of neurodivergence in STEM and sharing our supporting resources widely within the IET and wider engineering communities. We'll also be working to increase accessibility in areas that currently present barriers to neurodivergent engineers, including Professional Registration and Development. To visit our Neurodiversity in Engineering and Technology hub, please [click here](#).

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.



IET The Institution of
Engineering and Technology

Understanding neurodivergence at work



A guide to better understanding and supporting
those with neurodivergent conditions

theiet.org/neurodiversity-in-engineering-and-technology

Our EDI Member Networks

EDI team representatives:



Laura Norton,
IET Head of EDI



Daisy March,
Senior EDI & Engagement
Executive

Our EDI member networks offer a safe and open space for individuals to join together, gain peer-to-peer support and engage with our EDI team directly. Our Neurodiversity network has been supporting members since 2020, and in 2024 we were delighted to introduce two new networks to our offering - Disability and LGBTQ+.

If you are interested in joining any of our EDI member networks, we would love to hear from you. Please contact us at inclusion@theiet.org and let us know which network you'd like to know more about.

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"

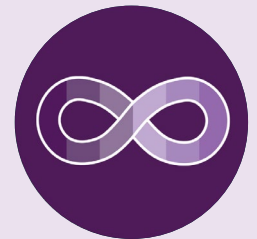
- Network member



Disability Network



LGBTQ+ Network



Neurodiversity Network

2024 Monthly Highlights

Here are some of our EDI highlights throughout the year.

January

We shared the news of our Workplace Wellbeing Charter reaccreditation, including our achievement of 'Excellence' in Culture and Inclusion, Environment and Sustainability and Health and Safety.

An editorial by Andy Parker, Chair of the IET Neurodiversity in Engineering and Technology research advisory group was published in [The Engineer](#).

We introduced two new mandatory EDI eLearning modules for all colleagues, including an EDI overview and a module on 'Recognising and Reducing Bias'.



February

We supported and hosted the WISE Awards at IET London: Savoy Place, celebrating outstanding women in STEM and organisations making impactful changes to their gender balance.

Our Head of EDI presented an EDI update and our Neurodiversity in Engineering and Technology report at the IET Power Academy event.

We celebrated LGBTQ+ History Month internally and across social media by sharing profiles of LGBTQ+ individuals who have made an impact in the world of STEM.

We celebrated Spring Festival and the start of the Year of the Dragon in our Beijing and Futures Place offices.

We welcomed WISE into the IET to strengthen our impact in tackling the gender imbalance in STEM.



March

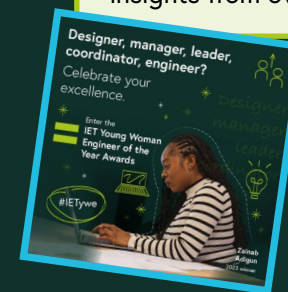
We delivered our Building neuroinclusive workplaces: one size doesn't fit all webinar including guests from Rolls Royce, MBDA, EY, Atkins Realis and the IET. [Click here to watch.](#)

We celebrated International Women's Day by launching applications for YWE 2024.

We held the first IET EDI Board meeting, chaired by IET Vice President, Katy Deacon, BEng MEng CEng FIET at IET London: Savoy Place.

In recognition of Neurodiversity Celebration Week, our Head of EDI published an article in People Management on why we should be embracing neurodiversity within the sector. [Click here to read it.](#)

We published the **Beyond Buzzwords** research alongside 11 other professional bodies, incorporating insights from over 7000 professionals in the UK.



April

We shared awareness around Transgender day of Visibility and Autism Awareness Day celebrations with colleagues.

We supported and attended AFBE Live 2024.

Our Head of EDI supported the judging process for the Equal Engineers Engineering Talent Awards.

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

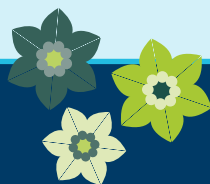


May

We attended the CMI's Women's conference.

We began promotions for our new Disability Member Network.

Internally we recognised Mental Health Awareness Week by signposting to resources and promoting our Mental Health First Aiders.



June

As a supporting partner, we took part in the APPG Diversity in STEM roundtable on EDI Strategies.

Our Head of EDI joined and supported the Engineering Council's EDI Steering Group, with a particularly focus on professional registration and gender data.

We celebrated LGBTQ+ Pride month by raising the flag above IET London: Savoy Place and IET Birmingham: Austin Court as well demystifying words and phrases related to the community via our intranet and venue digital signage.

We supported Rock Engineering and Disabled Adventurer, Nick Wilson, on Mission Rock Climber, and unassisted journey up Mount Snowdon in a specially-engineered wheelchair. Nick then delivered a talk on his trip to IET colleagues during Men's Heath Week.

We published an opinion piece in The Engineer in celebration of International Women in Engineering Day. Our colleagues in China celebrated with a walking landmarks tour.

We attended The Big Bang fair. Delivered by our Partners EngineeringUK, it showcases hands on science and activities to young people from state funded schools.



A is for Asexual

Someone who does not experience sexual attraction.

Some asexual people experience romantic attraction, while others do not.

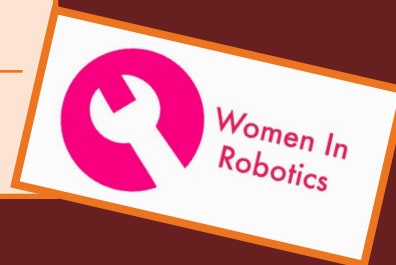


July

We published our [Understanding neurodivergence at work toolkit](#), as part of the commitments set out in our Neurodiversity in Engineering and Technology report.

We hosted a Women in Robotics Chartership event at the University of Bristol, supported by the engineering faculty.

Our Senior EDI Executive supported the Achievement Awards and Apprenticeship and Technician decision panels as an unconscious bias observer.



August

For REflect 2024, we partnered with RS Grassroots and AFBE to highlight the 'Top 24 for 2024' Global Ethnic Majority (GEM) in STEM trailblazers. [Check out who made the list here.](#)

Online interviews and judging took place for our Young Woman Engineer of the Year 2024 awards.

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

Internally, we launched a reasonable adjustment toolkit for line managers and new reasonable adjustments policy.

We took part in media coverage to highlight the gender gap within A-Level results, including radio interviews, a [publication in the Engineer](#) and a press release.

September

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

We marked World Suicide Prevention Day with an intranet post, sharing the signs to look out for in others alongside some supportive resources and training.

To keep up with best practice and learn from our networks, we attended the Women in Work Summit 2024.

We marked National Inclusion Week with a full week of activity, including Introduction to British Sign Language (BSL) sessions, an EDI resource overview sessions for internal colleagues and for volunteers, and a recognition project to highlight and celebrate inclusive action at the IET.



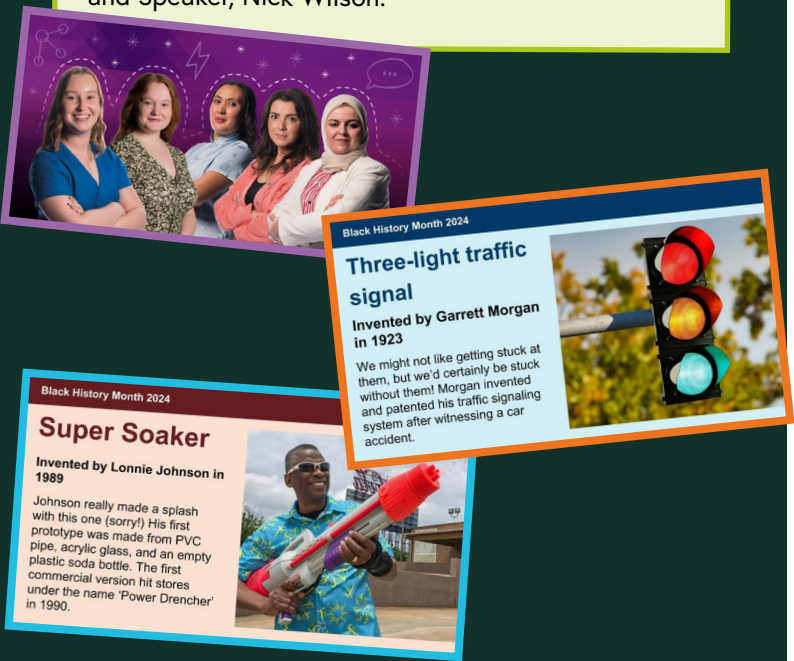
October

Our 2024 YWE finalists were announced, and registration for the December ceremony opened.

We celebrated Black History Month by sharing profiles of exceptional Black engineers across social media. Internally, we invited co-founder of AFBE-UK, Dr Ollie Folayan MBE, to deliver an all-colleague talk on being actively anti-racist.

We celebrated Women's Health Week internally by sharing numerous blogs and holding learning sessions all about health challenges that affect women.

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 held our second YWE alumnae event, this time in IET Birmingham: Austin Court, once again bringing together this incredible community of exceptional women engineers.

We supported and hosted the Electric Dreams event at IET London: Savoy Place, celebrating women trailblazers from the electrical engineering sector.

We attended the PICTFOR Diversity and Inclusion Rally and annual dinner.



December

We held our 2024 YWE ceremony at IET London: Savoy Place. Hosted by the brilliant Anne-Marie Imafidon MBE, we were delighted to reveal our latest YWE winner, Marisa Kurimbokus.

We celebrated International Day of Persons with Disabilities by re-launching our internal Disability and Neurodiversity network and introducing our new co-chairs.

We held the first meeting of our new LGBTQ+ Member Network.



Our YWE alumnae community



Illustration by Katherine Watson, WISE Head of Products and Services

In November, we were delighted to bring our valued YWE alumnae back together for our second community event, this time hosted at IET Birmingham: Austin Court.

This year, we were joined by colleagues from across the organisation, from digital marketing to policy, to explain a little of what they do and share how alumnae can get involved. We were also very excited to get the chance to hear from our 2023 Young Woman Engineer of the Year, Titi Oliyide, on what she had been up to so far during her year as winner.

We also held a workshop session that explored the external influences that have acted as a catalyst for progress in our alum's careers - whether it be people, projects or places. You can see the outcomes represented in the illustration above.

We look forward to continuing to work with and grow this inspiring and supportive community. If you are a YWE alumnae and have not received an invitation to an alumnae event, please reach out to inclusion@theiet.org.

Inclusive thinking? Pass it on!

Inclusion is essential to achieving true equality and diversity of thought, and we all have a role to play in building an inclusive culture. However, sometimes knowing where to start on your inclusion journey can be daunting.

Our Inclusive Thinking campaign makes embedding inclusive action much easier by highlighting tips and hints from those who are already doing it. Take a look at some of the tips we've received so far:

"If you're in a conversation with or asked a question by, a wheelchair user - reply to them! Include them in the conversation and make eye contact."

"For recruitment, think about advertising and showcasing your company or any vacancies in different places. Spread over varied socio-economic areas or neurodiverse specialist schools for example."

"Challenge yourself - seek out people that are different to you. Don't surround yourself with those who act, think and look like you."



Got a tip of your own?

If you have an inclusion tip that you'd like to submit to our Inclusive Thinking Hub, we'd love to hear it!

[Click here to share it with us.](#)

To see our full bank of Inclusive Thinking tips, [click here.](#)

EDI Data



As part of our commitment to better understanding the needs of our colleague base and continually improving what we do, in 2024 we carried out 30 in-depth interviews with colleagues where they were asked about EDI and their wider experience at the IET.

We specifically approached individuals who has expressed dissatisfaction within the 2023 EDI quantitative survey, along with those from under-represented groups. From these interviews, we learned that:

- Colleagues see the IET as a supportive and progressive employer, however believe better communication between teams would be beneficial.
- Awareness of our EDI strategy has increased and colleagues recognise its importance and effectiveness, however some feel excluded from EDI and engagement activity due to time limits and location.
- Colleagues feel valued and included by their teams but would like to see more senior-level engagement with EDI.
- Some colleagues observe inconsistencies in how EDI policies are applied and would like to see more consistency. However, some believe an individual-based approach is best.

The feedback we received is invaluable to helping us shape our EDI offering moving forward, and to understanding how to build a more inclusive culture internally at the IET. We extend a warm thank you to all colleagues who took part and offered their insights.

And in 2025...

As we move into 2025, we are excited to share our updated EDI strategy, which will guide our efforts and areas of focus over the next five years. While we have made significant strides since the inception of our 2020 to 2025 strategy, there is still much work to be done. Our renewed focus will particularly emphasise gender and disability, ensuring these critical areas receive the attention they deserve.

One of our key priorities will be to advance the commitments outlined in our Neurodiversity in Engineering and Technology report. We are dedicated to increasing awareness and improving accessibility for our neurodivergent Members, Volunteers, and Colleagues. This ongoing effort is crucial to creating a more inclusive culture within the sector.

Our EDI Board will continue to play a pivotal role in informing and guiding our actions. Their insights and expertise ensure that our focus remains on the areas most needed within the industry. We are grateful for their continued support and leadership.

Collaboration remains at the heart of our EDI initiatives. We will continue to work alongside WISE and our other EDI partners, sharing knowledge and supporting each other in achieving our unique and shared aims. Together, we are stronger and more capable of driving meaningful change.

We look forward to the progress we will make in 2025 and beyond. Together, we will continue to build a more inclusive and equitable industry.



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