



Royal Academy
of Engineering

Diversity interventions in engineering

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Our goal: The UK has a world-leading, truly diverse and inclusive engineering workforce

We are working with partners to:

- raise awareness of the role of engineers in enabling sustainable development to encourage many more, and more diverse, people to join the profession
- boost the numbers and diversity of those entering engineering careers
- catalyse a step-change in the diversity of the workforce and prevalence of inclusive cultures across engineering industry
- continue to diversify the Academy's Fellowship and awardees and embed diversity and inclusion (D&I) across all our activities.

Fellowship Fit for Future initiative



- **Five year campaign** to drive more nominations of outstanding engineers from underrepresented groups ahead of Academy's 50th anniversary in 2026
- Striving for increased representation from **women, disabled, and LGBTQ+ engineers, engineers from minority ethnic backgrounds**, non-traditional education pathways and emerging industries, and those achieving excellence at an early career stage.
- Aspiration: **at least half of all candidates** elected each year will be from the target groups.



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Engaging industry

Supporting and challenging engineering companies to increase diversity and cultivate inclusive cultures

- Graduate Engineering Engagement Programme
- EDI toolkit for startups and scaleups
- Company engagement programme
- Toolkits and resources

EDI Toolkit

Embed and sustain **equality, diversity and inclusion** in startups and scaleups across the engineering community

Develop an **online platform** to host and enable access to a bespoke EDI Toolkit

Create **new resources** to fill gaps and improve understanding of EDI in everyday workplace practices

Create a **theory of change** and measure the impact of the EDI Toolkit

Programme timeline (2022 – 2023)

- Scope the programme
- Design and develop the EDI Toolkit platform and content
- Engage with testing group
- Launch toolkit
- Refine and grow



Graduate Engineering Engagement Programme (GEEP)

- Award winning programme aims to increase the flow of diverse talent into engineering careers
- Developed in response to demand for engineering skills and the serious diversity deficit
- Delivered in partnership with engineering employers. Supported by AFBE-UK and WES.
- Over 1000 students to date from 66 universities, over 90% Black, Asian and minority ethnic backgrounds, 28% women.





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Evidence base and tools for change

- Research and insights programme
 - Hamilton Commission research project
 - Inclusive culture research (OPEN)
- Toolkits, guidance and resources
- Diversity Impact Programme:
 - Grant funding of up to 100k for new projects in university engineering departments to address unequal outcomes
- Engaging & supporting Professional Engineering Institutions (PEIs)
 - Progression Framework

Creating cultures where all engineers thrive 2022

A research study into the current culture of inclusivity in the engineering profession. Aims to give insight into:

How included do engineers feel within their profession?

Are there any differences by individual characteristics, sector, seniority or any other variable, combination or intersection of characteristics?

What progress has been made to increase inclusion in engineering since 2017?

Research timeline (2022)

- Interviews and focus groups (Feb/March 2022)
- Survey opens **Monday 25 April 2022**
- Final report to be published Autumn 2022 with recommendations specific to engineering companies of varying sizes.



Please share!

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Building inclusive cultures

We have worked with engineering companies to produce various toolkits and resources to support the creation of inclusive cultures in engineering:

- **Inclusive cultures toolkit**. Guidance on the main activities that are involved in creating and maintaining inclusive cultures in organisations.
- **Majority allies resources**. A set of resources to support those who wish to be an ally and to support organisations who may wish to have an allies programme or support allies within their organisation.
- **Creating Inclusive Cultures: Team workshop series**. A set of 'out-of-the-box' training modules designed to be run by an engineering project leader or manager when a team or group first come together to foster inclusive team working and achieve stronger outputs as a result.



Network of champions

Building a network of champions advocating for improved diversity and inclusion across engineering

- Inclusive Leaders Programme/ Fellowship (NEW – pilot launching early 2022)
- GEEP alumni programme
- D&I practitioners in engineering network (2022)
- Training and networking events convened at a regional and national level
- Collaboration and partnership



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Thank you

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