

# Diversity and Inclusion Committee

The Academy's Diversity and Inclusion Committee advises on and oversees the external D&I Programme and internal programmes of work. The Committee is supported by a number of Academy Fellows and partners.



**Dervilla Mitchell**  
CBE FREng (Chair)



**Allan Cook**  
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**Jonathan Lyle**  
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**Professor Nilay Shah**  
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The Academy's D&I Programme is managed and delivered by the Diversity Team: **Jenny Young**, **Bola Fatimilehin** and **Elena Fatisi**



## DIVERSITY AND INCLUSION PROGRAMME

### Royal Academy of Engineering

As the UK's national academy for engineering, we bring together the most successful and talented engineers for a shared purpose: to advance and promote excellence in engineering.

**We have four strategic challenges:** make the UK the leading nation for engineering innovation; address the engineering skills crisis; position engineering at the heart of society; and lead the profession.

### Diversity and Inclusion Programme Strategy 2016-2020

The Royal Academy of Engineering is running a programme to increase diversity and inclusion across the engineering profession.

**Vision:** An inclusive engineering profession that inspires attracts and retains people from diverse backgrounds and reflects UK society.

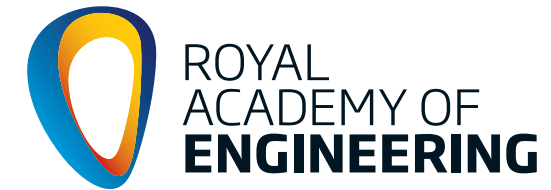
**Mission:** Leading the engineering profession to challenge the status quo, stimulate cultural change and improve diversity and inclusion.

**The programme has five strategic aims:** challenge the status quo; demonstrate leadership; sustain and extend current relationships; communicate and consult; and publicise success measures and benchmarks.

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The Academy is a member or supporter of the following organisations:



ROYAL ACADEMY OF ENGINEERING

DIVERSITY AND INCLUSION PROGRAMME



## Employers



60

companies work with the Academy through the DILG and other employer activities

### Diversity and Inclusion Leadership Group (DILG)

The Academy works closely with a growing network of engineering employers and employer-led organisations through its DILG. The group's aim is to take collaborative action on improving diversity and inclusion (D&I) across engineering employment.

The network includes a strategic steering group, chaired by Allan Cook CBE FEng, which determines priorities for action in line with the Academy D&I strategy. Industry-led action groups develop and deliver outputs, all of which are freely available for use by any organisation, in areas such as inclusive recruitment, inclusive cultures, procurement, communication and measurement.

### Higher Education Employer Diversity Pilot Project

This three-year pilot project, delivered in collaboration with a number of engineering employers, aims to increase the flow of diverse graduates into engineering employment. The project centres on an engagement programme that links employers with more socially disadvantaged, ethnic minority and female students, and students from outside the Russell Group universities, while at the same time encouraging employer action to promote more inclusive recruitment practices.

Launched in 2015, the programme has provided employers with the opportunity to engage with over 300 students through a series of events and networking opportunities.

Out of the **157** students engaged in the first year, 49 secured internships, industrial placements and graduate employment in engineering companies



## Professional engineering institutions (PEIs)

### Engineering Diversity Concordat

The Concordat is a voluntary agreement that asks PEIs to communicate their commitment to D&I, take action, and monitor and measure progress. Signatories include 30 PEIs, the Academy and the Engineering Council. The *D&I Progression Framework*, described in the publications section opposite, builds on the Concordat by underpinning good practice.

### Academy internal D&I activity

The Academy leads the external D&I Programme by providing a platform for engineering stakeholders to work collaboratively to progress D&I. It is committed to reflecting good practice internally and has a policy in place to drive this. As a Concordat signatory, the Academy demonstrates commitment to D&I by having an action plan in place based on the eight areas outlined in the *D&I Progression Framework*, and by reporting annually on progress to its Trustee Board.

86% of PEIs have signed the Engineering Diversity Concordat



## Academy D&I publications

### D&I Progression Framework

The *D&I Progression Framework* was developed in a collaboration between the Academy and the Science Council. It is a unique framework that supports professional body D&I planning and assessment. It describes four levels of good practice across eight areas of activity.



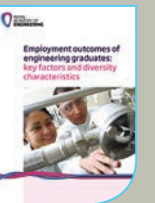
### Diversity Programme Report 2011-2016

An overview of the first five years of Academy's Diversity in Engineering Programme and the strategy for 2016-2020.



### Employment outcomes of engineering graduates: key factors and diversity characteristics

An investigation of the employment destinations of recent graduates from UK higher education institutions. It covers an analysis on ethnicity, age, gender and university type.



### Increasing diversity and inclusion in engineering: a case study toolkit

A toolkit structured around recognised D&I themes, 5 tools and 17 case studies from engineering organisations showcasing successful D&I action.



### Diversity and inclusion in engineering survey report 2015

A report based on two D&I survey exercises from 51 engineering organisations. It measures D&I work across companies and sets the baseline against which to measure progress. The survey will be repeated in 2017.



### Engineering work experience: an employer's guide

A toolkit offering guidance, examples of good practice and templates for application forms, risk assessments and other useful information for employers seeking to provide positive engineering work experience opportunities to diverse young people.

