

Diversity & Inclusion Action Plan 2020 – 2025

Introduction

Engineering matters. It underpins our daily lives, drives economic growth, plays a critical role in addressing major global challenges and helps ensure our readiness for the future, from providing a sustainable supply of food, water and clean energy, to advancing healthcare, supporting our mobility, connecting us digitally and keeping us safe and secure.

As the UK's National Academy for engineering and technology, the Royal Academy of Engineering brings together the most talented and successful engineers – our Fellows – to advance and promote excellence in engineering for the benefit of society.

Diversity and inclusion is a critical thread that runs through the **Royal Academy of Engineering's Strategy 2020 – 2025**.

The Academy's overarching goal for 2025 is to harness the power of engineering to build a **sustainable society** and an **inclusive economy** that works for everyone.

As part of delivering this goal the Academy will work to **foster talent and diversity** so that the UK has a world-leading and **truly inclusive engineering workforce**.

Under the Strategy the Academy's priority actions include working with partners to:

- Raise awareness of the key 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 across all our activities**

Our diversity and inclusion goals

Over the coming 5 years, the Diversity and Inclusion (D&I) team's responsibilities in respect of the Academy's Strategy are best characterised as follows:

- To lead the achievement of creating a **truly inclusive workforce in the UK**
- To provide D&I excellence and progressive leadership to **ensure that D&I best practice is embedded in the Academy's implementation of all of its other goals**
- **To ensure that the Academy is living its values of D&I through its own operations**

The D&I team will meet these responsibilities by pursuing the following goals:

Goal 1: The Academy's progressive leadership drives positive change towards diverse and inclusive cultures

Specific objectives:

- 1a. Increased diversity of the Academy Fellowship
- 1b. Diversity and inclusion embedded through all Academy programmes and activities, and progress made in all eight areas under the Progression Framework
- 1c. Academy operations represent best practice in diversity and inclusion
- 1d. An inclusive culture in which everyone can thrive and diverse perspectives enrich our collective performance

Goal 2: Employers are supported and challenged to increase diversity and cultivate inclusive cultures

Specific objectives:

- 2a. Improved employer engagement, commitment and accountability on D&I through a Royal Academy of Engineering Employer's Charter for D&I
- 2b. Increased benchmarking and progress against key D&I indicators in engineering by employers of all sizes e.g. pay gaps, progression of underrepresented groups to leadership roles
- 2c. Increased flow of diverse talent entering engineering careers through Academy programmes and engagement (e.g. GEEP, school-based education programmes, and university research programmes)
- 2d. Increased capacity among start-ups, spin-outs and SMEs on embedding a diverse and inclusive culture from the outset

Goal 3: An informed engineering profession with the confidence and capacity to increase diversity and inclusion

Specific objectives:

- 3a. Increased use of and progress against the Academy and Science Council's Progression Framework by Professional Engineering Institutions
- 3b. Provision of insightful and rigorous Academy research to identify barriers to achieving the goals and inform actions and recommendations on D&I
- 3c. Improved availability and use of D&I resources, guidance, and practical and technical advice to inform the profession, through a one-stop shop at the Academy
- 3d. Clear articulation of the importance of an inclusive engineering workforce in building a sustainable society and inclusive economy that works for everyone

Goal 4: A network of champions advocating for improved diversity and inclusion across engineering

Specific objectives:

- 4a. An increased number of leaders, including Academy Fellows and awardees, across every part of engineering and technology publicly committing to champion D&I
- 4b. Increased interaction between D&I champions, majority allies, Fellows, and the wider profession through training and events to share knowledge and best practice on D&I

Target audiences

The key target groups for this action plan are:

- Academy Fellows and staff
- Employers
- Professional Engineering Institutions (PEIs)
- Key partner organisations including representative bodies and associations

Through embedding D&I across all our activities and working in close collaboration with Fellows, awardees, employers, PEIs and other key partners to achieve the goals outlined in our D&I action plan we will create a diverse and truly inclusive engineering workforce.

Our ways of working

To achieve our goals the D&I team will:

- Grow our ability to provide advice and guidance to engineering employers
- Broaden our engagement with employers, of all sizes, across the UK
- Deepen our partnerships with the professional engineering community and cultivate effective strategic alliances with other stakeholders
- Identify and share best practice and knowledge drawn from other sectors with the engineering profession

- Work closely with our Academy colleagues to ensure D&I success across all our activities and programmes

In pursuing these goals, working closely with our Academy colleagues and guided by the Academy's values, we will be:

- **Bold** – Providing progressive leadership, we will speak out and challenge non-inclusive practices within the industry and lack of progress.
- **Supportive** – We will provide expertise, advice and guidance to the professional engineering community and other key partners across business, industry and education to support their cultural change work on D&I.
- **Collaborative** – We will work with engineering leaders to identify and champion best practice in D&I.
- **Visible** – We will lead and speak at events, engage our regional stakeholders and publicise our work.

Governance

Responsibility for the action plan sits with the Diversity and Inclusion team, led by the Head of Diversity and Inclusion, with oversight by the Director of Engineering and Education and the CEO, the Academy's Diversity Champion. The D&I team will work with and draw on support from staff across the Academy as well as Fellows, members of the D&I Committee and external partners and contractors to develop and deliver activities to meet the goals and objectives set out in this action plan.

The Diversity and Inclusion Committee, an operating Committee reporting to the Academy's Trustee Board, will monitor progress against the goals outlined in the Diversity and Inclusion Action Plan, advise the D&I team, and make recommendations to the Trustee Board.

The Diversity and Inclusion Committee will work in collaboration with the Academy's Education and Skills Committee on activities to meet the Academy's goal to **boost the numbers and diversity of those entering engineering careers** as well as relevant diversity and inclusion considerations in engineering education and training.