



Diversity Impact Programme

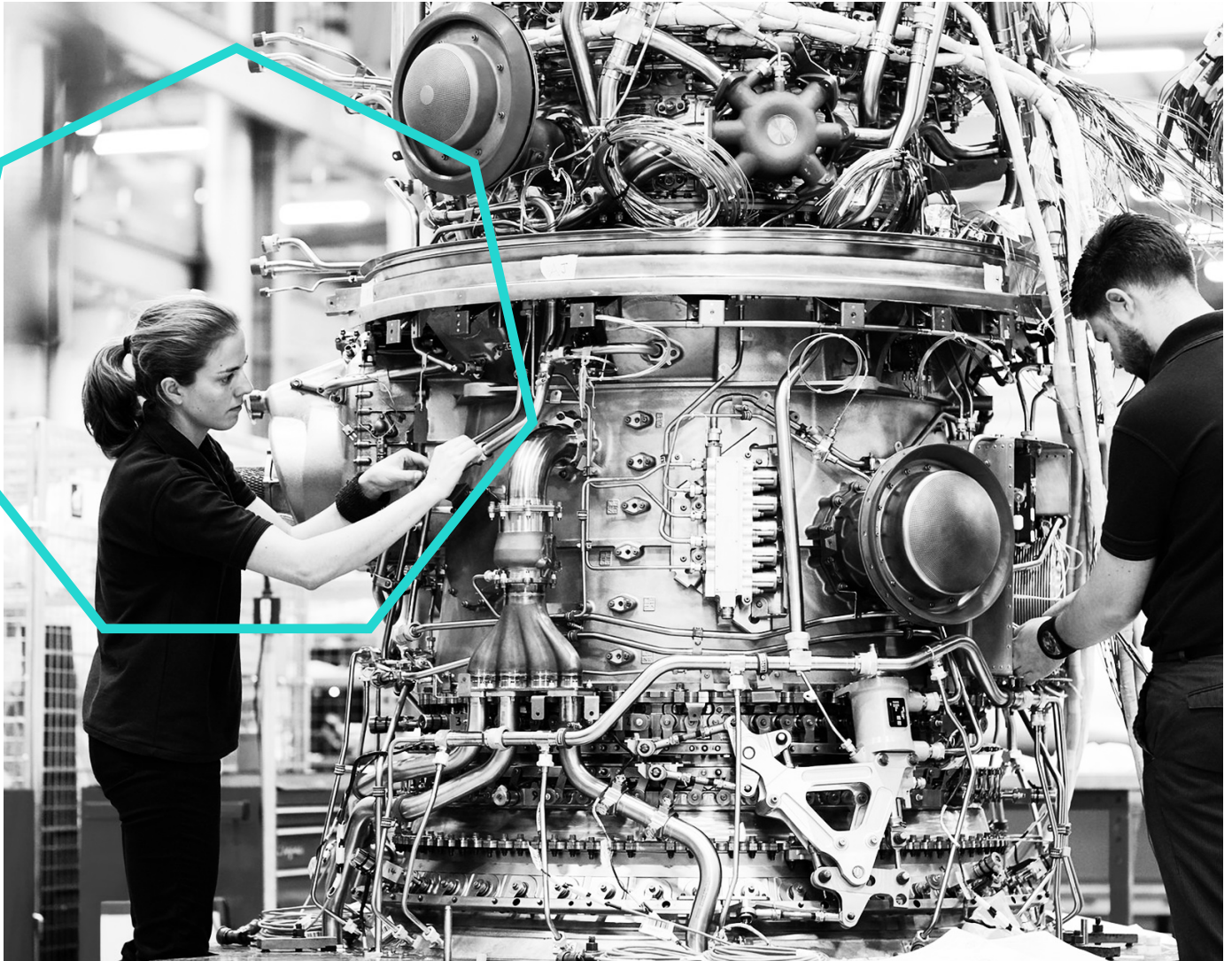
**Transforming Student Outcomes
in Engineering**



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Introduction

The Royal Academy of Engineering aims to inspire change in university engineering departments so that *all* students succeed and the unique perspectives and experiences of engineers from diverse and underrepresented backgrounds continue to enhance the profession.

The new Diversity Impact Programme will provide grant funding of up to £100,000 for new projects in university engineering departments that address the unequal outcomes experienced by students from underrepresented groups. You define the need and the solution, we provide funding and a context to share and learn throughout the grant period. Projects can run from 12 to 18 months and grant recipients will join a community of practice to facilitate learning across the cohort of grantees and the wider higher education institution (HEI) sector.

Funding will be awarded to applicants who are committed to transformative change, who have a track record of co-creation and co-delivery of projects, who can commit to a community of practice, and who want to develop effective solutions that can transform the higher education and career transition outcomes for people from underrepresented groups.

What kind of outcomes?

Differences in student outcomes can be seen in key metrics for attraction, retention and performance or the psychological factors that can influence those metrics such as wellbeing, belonging, the ability to identify with professional engineers or academics, or having your culture reflected in the curriculum.



Overview

The need

The engineering profession must attract, retain and promote talented engineers whose diversity reflects the communities we serve. Harnessing the talent and diverse perspectives of people from a wide range of backgrounds will help us to engineer the solutions the world needs.

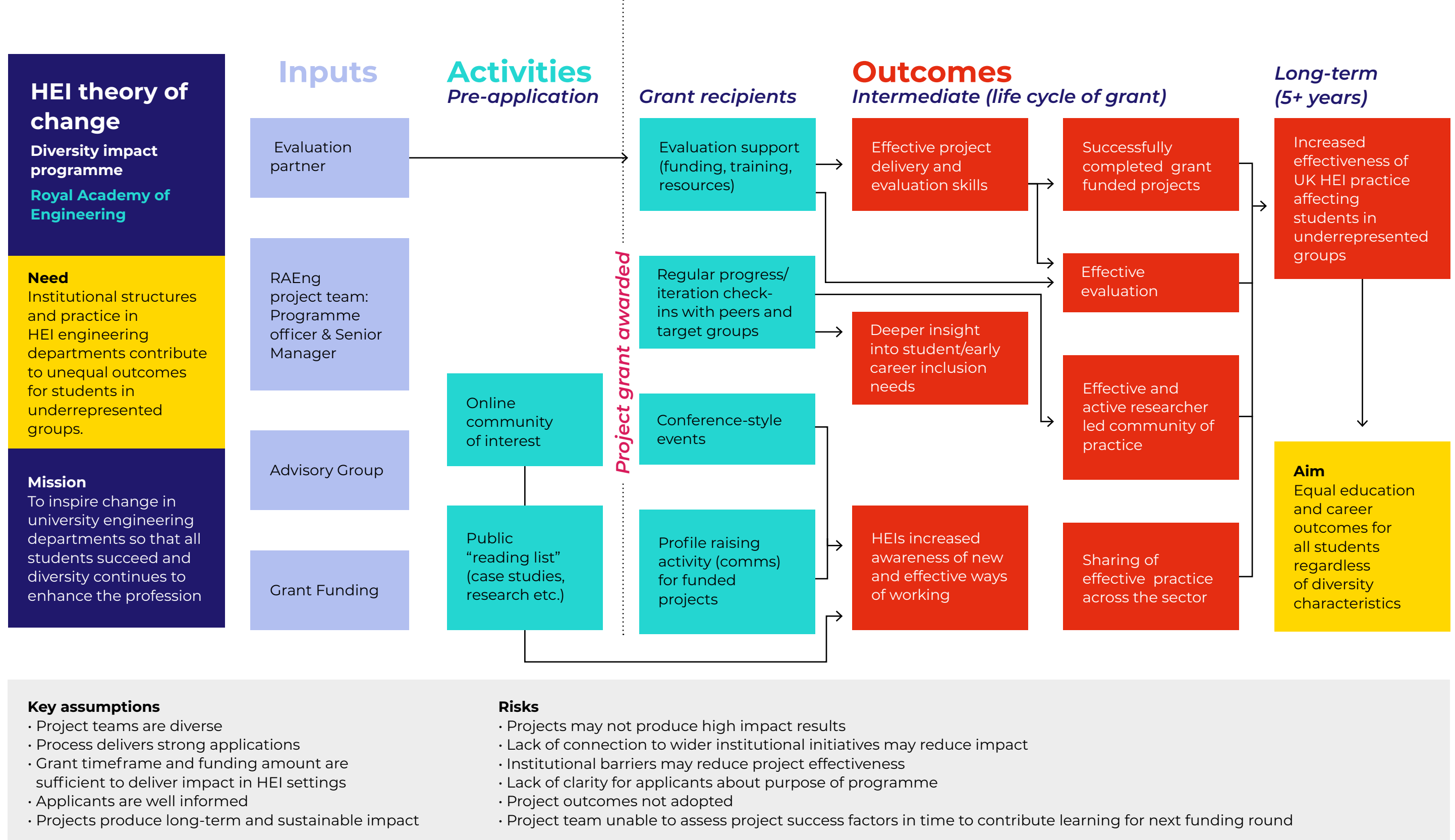
But we know that 83.5% of engineers are men; engineers with a disability are more than twice as likely to have experienced bullying or harassment than their non-disabled peers; and black engineering graduates are 22% less likely to be employed in engineering roles and will earn less than their white peers. There is less data for other inequalities that exist and are being experienced every day. For example, engineers who are LGBTQ+; have caring responsibilities; are older; are experiencing menopause; come from lower socio-economic backgrounds; and many more will have inclusion needs at some point. If these are not met, it can contribute to a less diverse, less effective workforce.

Universities' engineering departments play a pivotal role in developing talent and presenting the world of engineering to

students. Many factors influence the culture within an engineering department, such as formal and informal structures, practices, processes, networks, the availability of role models, staff exposure to diversity, and assumptions about diverse people. These factors, individually and collectively, contribute to the unequal outcomes experienced by people in underrepresented groups during their studies and as they transition into careers. The Diversity Impact Programme seeks to address that.

The aim

The Diversity Impact Programme provides grant funding and a community of support for university engineering departments that want to change the status quo and deliver evidence-based interventions that produce stronger outcomes for underrepresented groups. The programme's aim is that departments work more effectively to achieve equal outcomes for students irrespective of their diversity characteristics. This will increase levels of attraction, retention and belonging in engineering departments for students from underrepresented groups, as well as early careers success in engineering and academic roles in line with their majority peers.



Programme principles

We will use the following nine principles to assess all applications. You should consider them when developing proposals:

1. Projects should be bold, ambitious and transformative

We are looking for transformative ideas that apply systems thinking and are positioned to deliver real change in your specific context.

2. Projects should be developed and delivered in partnership with beneficiary groups, working in diverse, inclusive teams

We expect all project work to be delivered in line with the inclusive values of the programme. We expect projects to have meaningful input from, and ownership by, the beneficiary groups.

3. Projects must either enable (provide resources and support to succeed), empower (facilitate self-leadership) or cede power to underrepresented groups

The beneficiary group must be central to all aspects of the project.

4. Projects must connect meaningfully to an existing diversity and inclusion (D&I) strategy

Isolated initiatives rarely have the power to deliver impact. We are looking for projects that are part of a coherent strategy for change within your department and institution.

5. Commitment is required from the university: financial or in kind, and commitment to implementing and sustaining relevant learning from the project

Your project is more likely to be successful if it has the backing of your institution. Where possible, universities are encouraged to provide financial or in-kind support, and in all instances, we will be looking for evidence that project findings can be sustained or implemented beyond the lifetime of the grant.

6. Projects must adhere to a logic framework and build on an existing evidence base

We expect a robust delivery plan flowing from a theory of change (or similar) with a logical description of the need and the activities, outputs and outcomes that will deliver change.

7. Projects should have quantifiable results

When defining outcomes for your project, you should ensure that they are quantifiable. Where outcomes are expected beyond the reporting period (12 to 18 months) you will need to provide appropriate indicators.

8. Projects should be designed in a way that balances cost and impact

This is a competitive award and we are focused on impact, so proposals should include some cost-benefit analysis with a persuasive argument why this investment will generate significant impact in your context.

9. Project outcomes should be applicable across the sector

The project is primarily focused on your institution and your context. However, we are interested in funding projects where learning can be shared.





Support and co-learning

Programme conference

All applicants are invited to take part in an annual conference where innovations and challenges in this area are shared and we explore emerging research across the sector.

Sharing of results and amplification of your activity

The Academy will actively highlight your involvement in this programme, raising awareness of your work and amplifying your practice and results.

Eligibility criteria

1. Applicants must have a formal affiliation with a UK HEI, which must be listed as a partner. The HEI acts as the award recipient.
2. Applications require a letter of support from the dean of department (or equivalent).
3. Projects must be focused on UK-domiciled students – we cannot fund international programmes or programmes for international students studying in UK institutions.
4. Projects must be developed and implemented by a team of people with representation from the underrepresented groups who are beneficiaries of the project – we cannot fund projects led by individuals or provide bursaries for individual study.
5. Project activity must start between February – March 2024
6. Projects must be completed 12 or 18 months from the start date depending on value of award.





How to apply

All applications must be submitted via the online grant system, available here:

<https://grants.raeng.org.uk>

All applicants must first register with the system and provide some basic login details to create a profile.

The application should be submitted by a member of the team who will act as the main contact and must belong to the 'award recipient' (i.e. the university to which the award will be given if the application is successful). All correspondence will be sent to the main contact.

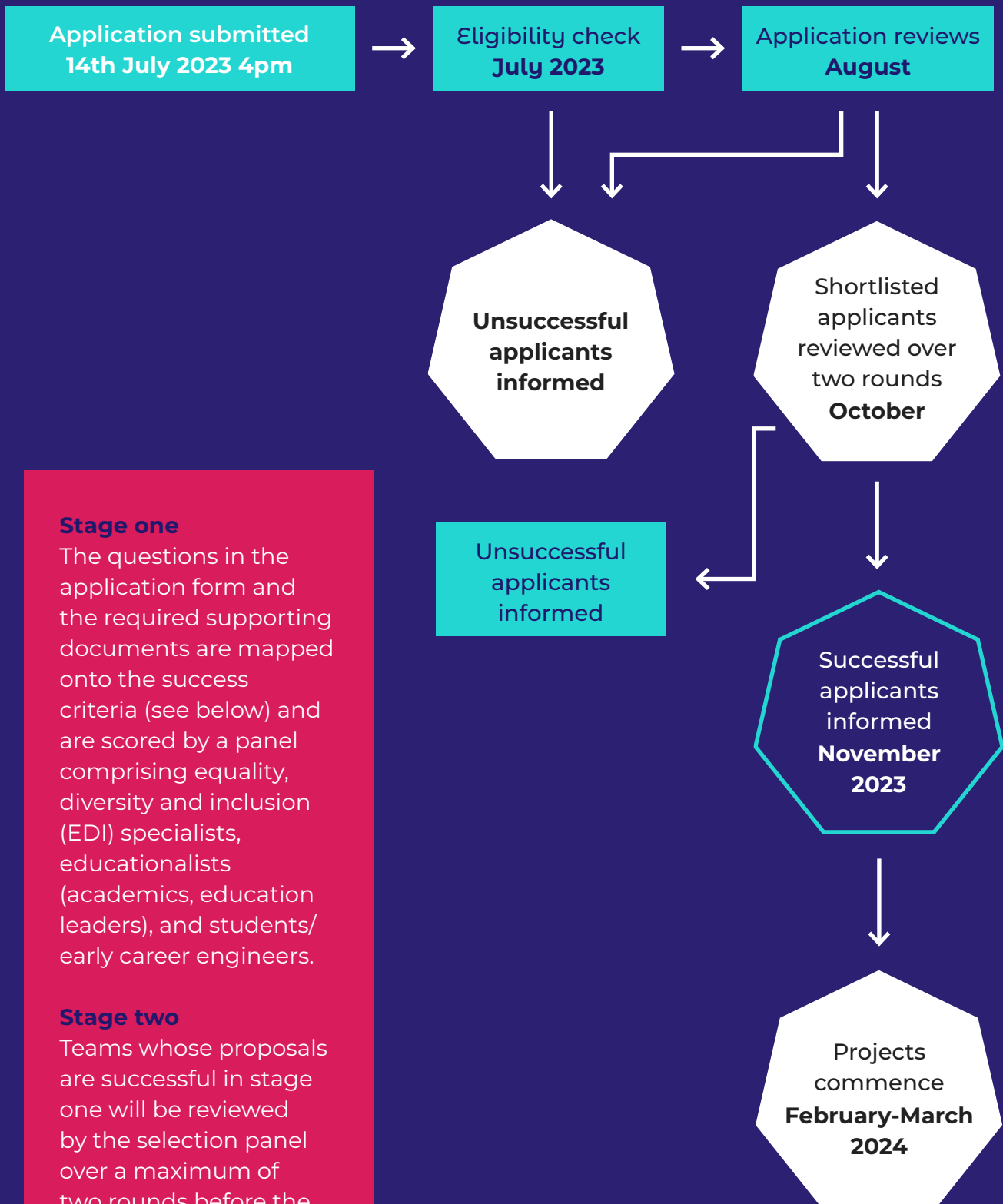
The application form has 5 sections and we encourage you to answer the questions

off-line and then enter the information into the form. A summary of the guidance notes is embedded within the system, however, please read the guidance in this document for further details on the key questions asked in the application form.

If you have any questions concerning the application or the online grant system, please contact the programme manager (contact information on page 17).

An appendix has been included on page 18, which details a preview of the required information from the Diversity Impact Programme application form. Further requirements and additional information are expanded upon on GMS.

Application process



Stage one

The questions in the application form and the required supporting documents are mapped onto the success criteria (see below) and are scored by a panel comprising equality, diversity and inclusion (EDI) specialists, educationalists (academics, education leaders), and students/early career engineers.

Stage two

Teams whose proposals are successful in stage one will be reviewed by the selection panel over a maximum of two rounds before the awarding decision is made.

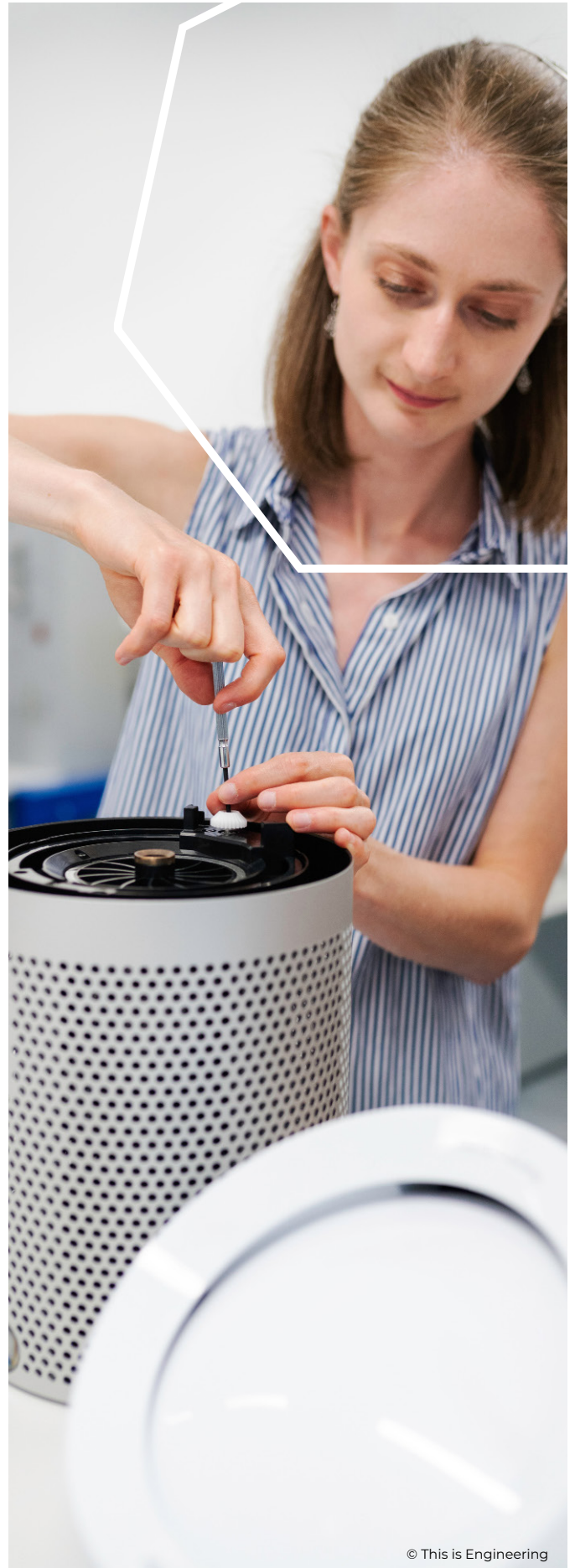
Assessment criteria

Assessment will be made in line with the following criteria, which are based on the programme principles.

The successful project:

- Effectively involves people with a wide range of backgrounds, including those from the beneficiary group, in the development and implementation of the project
- Is ambitious and presents a bold, transformative vision for the future
- Has robust delivery and evaluation plans
- Demonstrates clear understanding of local systemic issues at play on the specific diversity/inclusion/belonging challenge that the project addresses
- Is part of a strategic approach to tackling diversity and inclusion within the applicant institution(s) and partnerships
- Shows demonstrable commitment from HEI senior leaders both for the project and building on project outcomes after grant period ends
- Identifies from the outset the shareable/ scalable elements of the project that can be adopted by other HEIs

When developing your application please refer to existing literature and practice. Proposals should build on existing research and activity or propose novel approaches to addressing longstanding challenges. Projects that repeat existing practice will need to demonstrate a unique angle that is likely to produce new insights or must demonstrate that the project can be implemented in such a way that it can generate significant new impact.



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Useful links

The following links provide some examples of existing research, practice and thought leadership in this area. Please note this is not an exhaustive list and any links to material outside of the Academy's website are not endorsed by the Academy.

www.edi-resourcebank.co.uk

<https://wonkhe.com/blogs/after-a-decade-of-discussion-progress-on-anti-racism-in-he-is-still-too-slow>

www.raeng.org.uk/publications/reports/designing-inclusion-into-engineering-education

For more research on this area visit:

www.raeng.org.uk/diversity

Key questions in the application form

Institution details

Project main contact details

This person will be the main contact for all grant communications. They may or may not be the project lead, but they must have a formal role in the delivery of the programme. There is space later in the form to list all project participants.

A Letter of support is required from the Dean of department or equivalent

This should be written by the department dean (or equivalent) and demonstrate understanding of and support for the project. The letter should explain how the project contributes to the wider strategic objectives of the department and institution and demonstrate support to embed the findings or core principles of the project after the grant funding period has ended.

Project details

Describe your project idea (250 words)

This is your elevator pitch. It should paint a picture of what you want to achieve, how you will achieve it and how you will know you have been successful

Ensure that any assumptions made about the experience of individuals, and the activities that might affect this experience, have been tested with representatives from the beneficiary group.

Describe what types of activities are included in your project (500 words)

This question will give you the opportunity to detail what methods of intervention / activities will be used within the project to achieve your key outcomes.

Describe the diversity and all relevant characteristics for your beneficiary group

It is important to be specific about the diversity of the groups your project targets. This will enable you to monitor change and deliver clear outcomes. Projects to increase inclusion for one group will often affect other underrepresented groups. However, the greater your understanding of a particular group's unique

needs, the more targeted and effective your project is likely to be. In this section you should define which groups you are targeting and why.

Project team

How have potential beneficiaries been involved in the development of this project? (multiple choice)

You can select all the options that are relevant. You can provide the reasons behind your selection in the following question and if your application reaches the interview stage the panel will require evidence of the level of involvement of potential beneficiaries in the project's development.

Describe how you have ensured that diverse perspectives, including those from the potential beneficiaries, have influenced the development of this project and will be involved in its delivery (250 words)

Successful applications will have evidence of consultation, co-creation and diverse leadership at all stages of project development from initiation to planning. This engagement will be sustained for the duration of the project.

List any partners outside of your institution that are involved in delivering the project and their role (250 words)

If you are collaborating with other universities or organisations, please list them. Include contact details of a named contact who is part of the project team and summarise their contribution to the project. Partners may be contacted during the stage one assessment if the panel feels additional information is required.

Project finance

How much funding are you applying for? (Numerical financial text only)

You can apply for grant funding of between £40,000 and £100,000. There is no advantage to applying for funding at either end of the spectrum and the reporting requirements are

the same for all projects. However, larger grants (£65,000 and above) can specify a longer project delivery time of 18 months.

***Do you require any additional funding?
(Numerical financial text only)***

Please describe if you require any additional funding or not. If you do, please describe if you have secured, or intend to secure additional funding to deliver the project within the grant period.

What is the source of any additional funds required? (100 words)

This question is only applicable if you have secured, or intend to secure, additional funding. If the funding is not secure, then it **MUST** be referenced in your risk register with appropriate impact mitigation should the additional funding not be secured.

***Detail any in-kind support you have secured
(250 words)***

Examples of in-kind support include your institution freeing up lecturer time to participate in the project, or an external diversity consultant offering pro bono advice. Please quantify the financial value of the in-kind support as well as providing a narrative description of the support.

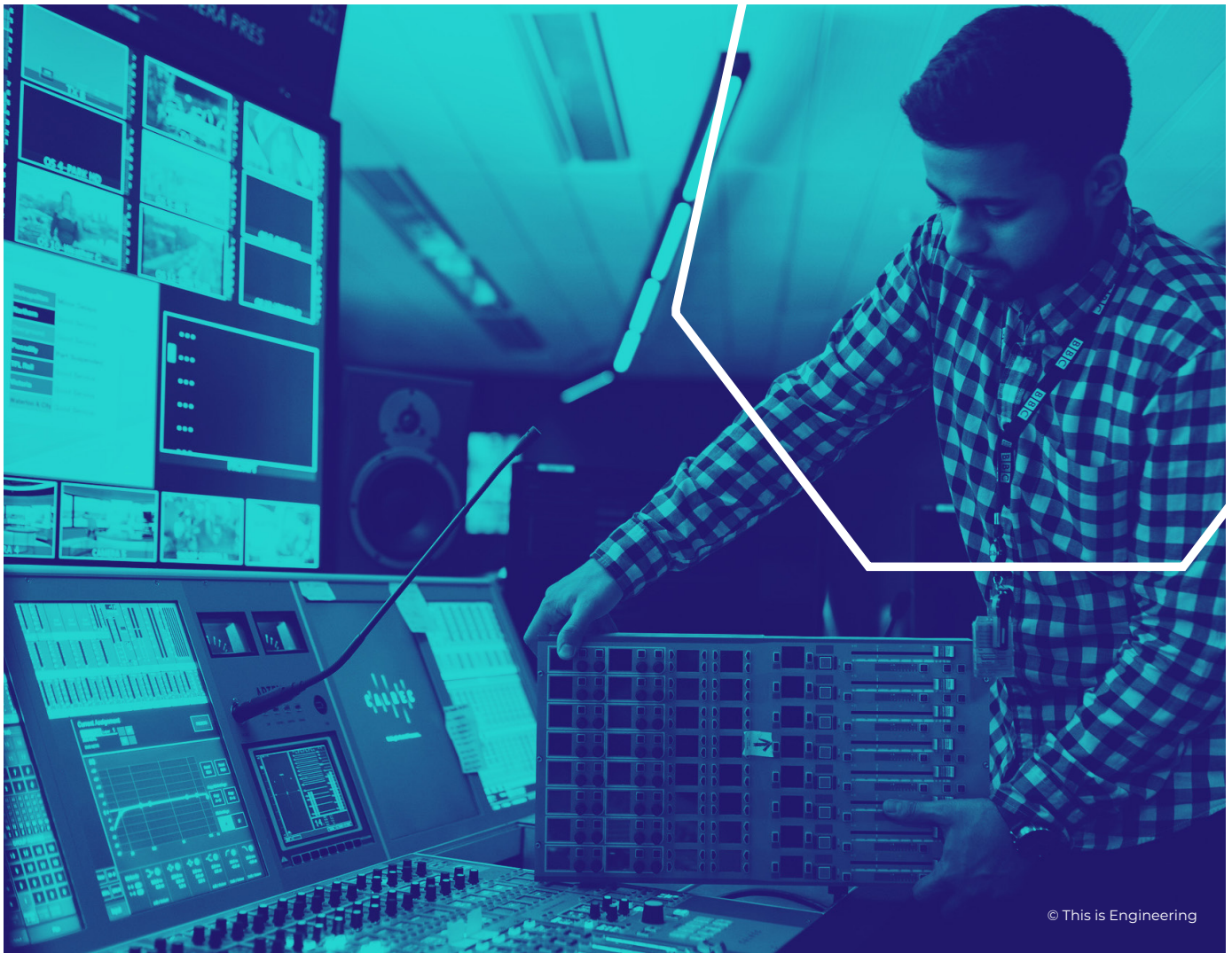
Impact and evaluation

If awarded grant funding I consent to share project and evaluation outputs with the Academy and any independent evaluators appointed by the Academy

Each successful grant applicant will be required to participate in the programme's overall evaluation. This will require sharing of data (in accordance with data regulations and safeguards) and engagement with the external evaluators attached to the programme.



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Key supporting documents required to complete the application

Theory of change

All applicants must submit a theory of change diagram and an outcomes evaluation table using the template provided within the application form on GMS.

Project plan

The project plan must clearly outline all your project's key tasks and should include a RACI matrix demonstrating which members of the team are Responsible, Accountable, Consulted, Informed (RACI) for each task.

Risk register

The risk register should identify key risks, the potential impact of those risks on the project success, the mitigations in place to reduce the likelihood of risks, and the person(s) responsible for monitoring each risk area.

Project budget

The budget should provide all necessary detail to enable the panel to judge the project's financial viability. Where you anticipate income from multiple sources in addition to the programme grant funding an income budget should be provided, noting any restricted funding and funding sources.

Letter of support

See Eligibility (page 13)



Monitoring and reporting

Awardees are encouraged to stay in regular contact with the programme manager and update them on project progress on an informal basis. The programme manager must be informed of the activities, timings or allocation of funds changes over the course of the project.

Awardees are required to complete interim reports (two reports at six months and 12 months for projects lasting 18 months, one report at six months for projects lasting 12 months) and a final project report within one month of the project's completion. An external evaluation consultant will review

your evaluations and conduct follow-up interviews with team members and project beneficiaries 12 months after the project's completion. We expect the key contact to help facilitate this. Final reports are sent to the panel for evaluation and serve as a measure of the success of the scheme.

Applicants will be invited to present papers at relevant Academy events such as the D&I annual event and will be invited to contribute to public engagement activity (social media, print and broadcast media opportunities, conference engagements).

Key information

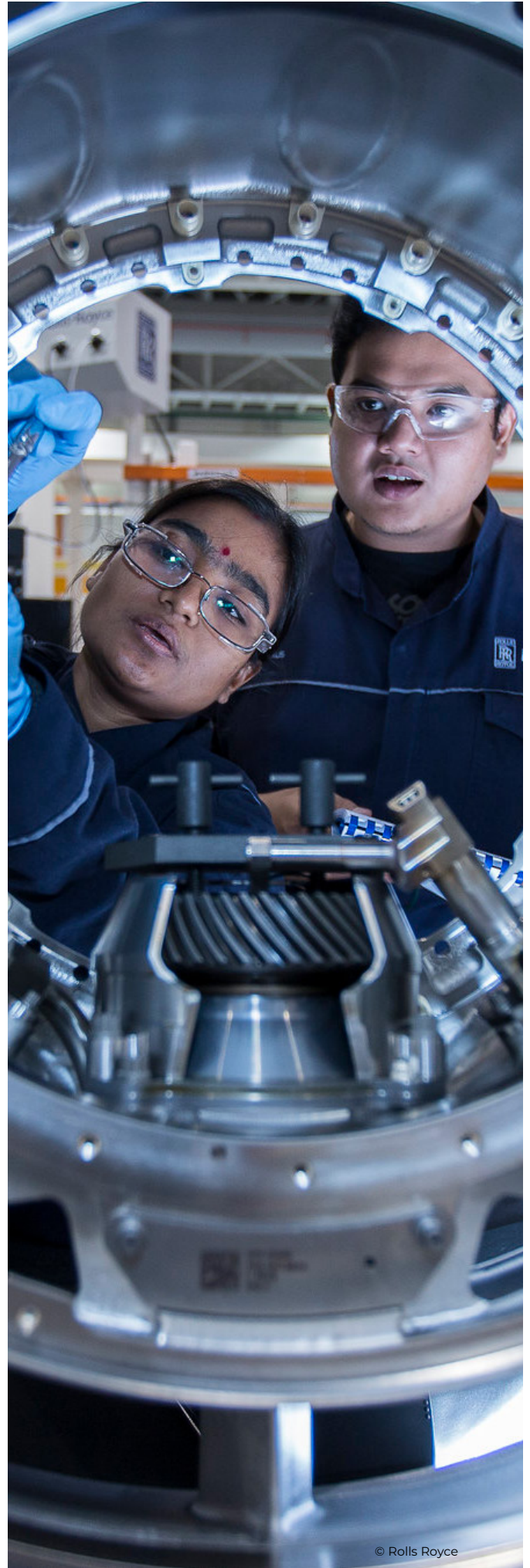
Key dates

- Submission deadline date: **14th July 2023**
- Application reviews: **August**
- Selection panel reviews: **October**
- Successful applicants informed: **November**
- Projects begin: **February-March**
- Projects end: within 12 or 18 months of project start depending on size of grant and scope of project (projects receiving over £65,000 can request an 18-month grant period)

Contacts

If you have any questions about your eligibility, the programme or problems with your application, please contact Polly Williams, Head of Diversity and Inclusion or Genevieve Dobinson-Addo, Programme Officer, by email at:

diversityteam@raeng.org.uk



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Questions

Below are the sections and required information included from the Diversity Impact Programme application form. Further requirements and additional information are expanded upon on GMS.

Applicant Institution Details		
1	Main contact details	Name, role, email, phone
2	Institution name	Short text box
3	I can confirm that we are a UK Higher Education Institution	Tick Box
4	Is your institution and 'post-92' university?	Y/N
5	Institution website and social media	100 words
6	Upload a letter of support from the dean of department (or equivalent). This letter must outline how your project fits within or extends the diversity and inclusion strategy, or overall strategy of your department or institution	File upload (pdf)
Project Details		
1	Project title	50 words
2	Project start date	Date selection
3	Project end date	Date selection
4	Which engineering disciplines does the project impact?	Dropdown menu
5	Select all relevant diversity characteristics for your beneficiary group	Multiple choice
6	If required, please add additional detail to help the reviewers understand the diversity of the beneficiary group	100 words
7	Describe your project idea in 250 words or less. You will need to say what you want to achieve, how you will achieve it and how you will know that you have been successful.	250 words

8	Select all relevant activities that are involved within your project	Multiple choice
9	If you selected other above, please describe the activity type here	30 words
10	Describe your activities being explicit about how they help achieve key outcome	250 words
11	Upload your projects Theory of Change and outcomes evaluation table using the template provided	File upload (pdf)
12	Upload the risk register for your project.	File upload (pdf)
13	Upload your project plan	File upload (pdf)

Project Team

1	List all members of the project delivery team providing their name, role and status in the institution (i.e. lecturer, current student, professional service manager etc)	Table
2	How have people from the beneficiary group been involved in the development of this project?	Multiple choice
3	Describe how you have ensured that diverse perspectives, including those from the beneficiary group, have influenced the development of this project and will be involved in its delivery	250 words
4	List any partners outside of your Institution that are involved in delivering the project and their role	250 words

Project Finance

1	What is the total cost of the project?	Financial text
2	How much funding are you applying for?	Financial text
3	Do you require any additional funding?	Financial text
4	How much additional funding do you require?	Financial text
5	Describe the source of any additional funding required	100 words
6	Describe in-kind support you have secured if any	250 words
7	Upload your project budget	File upload (pdf)

Impact and Evaluation

1	If awarded grant funding I consent to share project and evaluation outputs with the Academy and any independent evaluators appointed by the Academy	Tick box
2	If awarded grant funding I consent for my institution and department name, and the project title and synopsis to be shared in press and communications activity to highlight the programme.	Tick box
3	Where did you hear about this programme?	Radio Button
4	Declaration - I confirm that this has been completed accurately to the best of my ability and that any material inaccuracies may result in my application being withdrawn	Tick box





About us

The Royal Academy of Engineering is harnessing the power of engineering to build a sustainable society and an inclusive economy that works for everyone.

In collaboration with our Fellows and partners, we're growing talent and developing skills for the future, driving innovation and building global partnerships, and influencing policy and engaging the public.

Together we're working to tackle the greatest challenges of our age.

Talent & diversity

We're growing talent by training, supporting, mentoring and funding the most talented and creative researchers, innovators and leaders from across the engineering profession.

We're developing skills for the future by identifying the challenges of an everchanging world and developing the skills and approaches we need to build a resilient and diverse engineering profession.

Innovation

We're driving innovation by investing in some of the country's most creative and exciting engineering ideas and businesses.

We're building global partnerships that bring the world's best engineers from industry, entrepreneurship and academia together to collaborate on creative innovations that address the greatest global challenges of our age.

Policy & engagement

We're influencing policy through the National Engineering Policy Centre – providing independent expert support to policymakers on issues of importance.

We're engaging the public by opening their eyes to the wonders of engineering and inspiring young people to become the next generation of engineers.