



Royal Academy  
of Engineering

# Promoting diversity and inclusion in Academy research programmes

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# Introducing the Royal Academy of Engineering

# The UK's national academy for engineering and technology

- A charity
- A National Academy
- A Fellowship

To harness the power of engineering to build a sustainable society  
and an inclusive economy that works for everyone.





## 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 campaign



- Five-year campaign aiming to achieve a Fellowship that embodies the full breadth and diversity of engineering excellence by 2026
- Seeking to elect more outstanding candidates **from under-represented groups, including women, Black, Asian and minority ethnic, LGBTQ+ and disabled engineers.**
- Aspiration that 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



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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.



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**Please share!**

## 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.

## Diversity Impact Programme

- Launched September 2021
- Awarded £1M in 2022
- 11 projects funded across the UK
- 36% awards to post-92 universities

<https://www.raeng.org.uk/diversity-in-engineering/diversity-and-inclusion-grant>



## Diversity Impact Programme

- Round 2 launches May 2022 for projects starting January 2023
- Establishing a community of practice
- Academy ambition to identify and share what works in progressing equal outcomes

<https://www.raeng.org.uk/diversity-in-engineering/diversity-and-inclusion-grant>



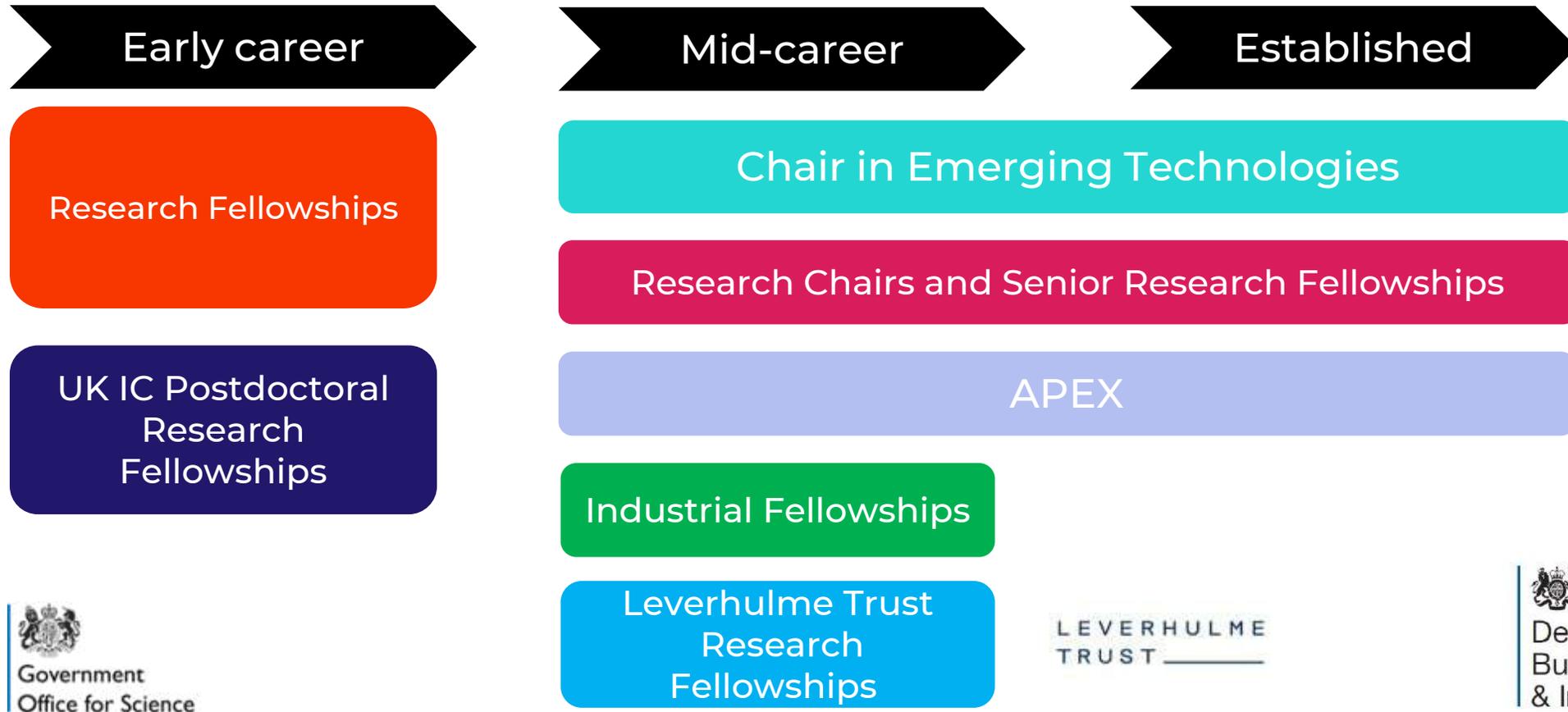
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# Research Programmes



**We focus on **use-**  
**inspired** and **industry-**  
**relevant** research so  
that excellent research  
can be translated into  
economic and social  
benefit**

# Research Programmes



## Research Programmes Benefits

- Mentoring support from an Academy Fellow to offer advice on research and career development
- Reduction of teaching and administrative duties to dedicate time to research
- Training and additional funding opportunities
- Networking opportunities with other awardees and Academy
- **Access Mentoring:** support applicants from underrepresented groups

## Embedding diversity and inclusion in our research programmes

- Collecting data and targeting interventions
- Access mentoring for underrepresented groups
- Reaching out: Regional visits, annual ARMA study tour, targeted promotion
- Research Fellowship scheme – additional application from underrepresented groups

## Embedding diversity and inclusion in our research programmes

- Signatory of DoRA
- Part of cross-Academy group looking at narrative CVs
- Tackling bullying and harassment
- Reducing bureaucracy

## Access Mentoring

This initiative aims to provide additional support to applicants from groups that are persistently underrepresented within UK engineering when applying to the Academy's research grant schemes.

### Eligibility

Women or applicants who are from a Black, Asian or minority ethnic background.

### Mentors

Scheme alumni or Fellows of the Academy.

### Format

One-to-one, one-hour meeting to discuss application proposal.

## Next steps ...

### Feedback

Review feedback from mentors and mentees.

### Review

Impact of access mentoring on the diversity and the success rate of applicants.

### Eligibility

To consider amending the eligibility criteria to include other underrepresented groups (evidence dependent) e.g. regional/ institutional representation.

Or, focusing on specific groups e.g. women.



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Thank you

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