



Royal Academy
of Engineering

D&I Progression framework

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D&I manager
(She/her)



Agenda

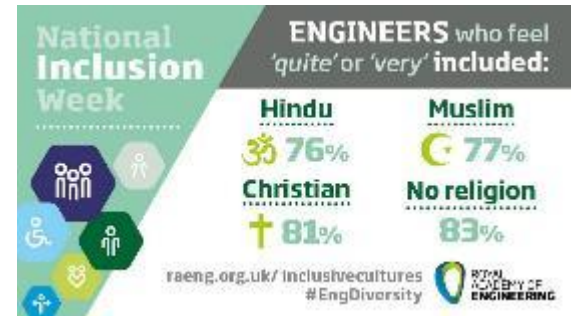
- Why D&I is important?
- What is the D&I progression framework?
- D&I progression framework steering group
- Tips on advancing D&I
- Academy Resources
- Previous workshops and webinars

**Only 7% of CEOs in
FTSE 100 companies
are from a minority
background in 2020**

**There are 5 female
CEOs in FTSE 100
firms**

**According to WHO,
one in four people
will be affected by
mental or
neurological
disorders at some
point in their lives**

Why is D&I important? The inclusion gap



Why is D&I important? Impact on health

SOMATIC

- Headaches
- Pain-chest, stomach, back
- Nausea
- Increased HR
- Hypertension

PSYCHOLOGICAL

- Anxiety
- Low self-esteem
- Low self-efficacy
- Humiliation
- Tunnel vision
- Imposter syndrome
- Anger
- Frustration
- Nightmares
- Flashbacks
- Recollecting events
- Suspiciousness

BEHAVIOURAL

- Loss of appetite
- Overeating
- Lack of exercise
- Avoidance
- Difficulty concentrating
- Reduced motivation
- Reduced productivity
- Sleep deprivation
- Hypervigilance to threat

For whom do we build?

Automatic
bathroom soap
dispenser –white
hands only

Software facial
recognition and
black people

Voice (e.g. Alexa) Is
the Next Big
Platform, Unless You
Have an Accent

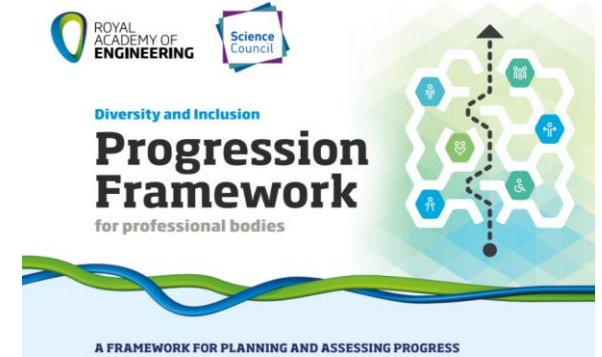
Seatbelts do not
work well for
pregnant women

Body armour-not fit
for women's bodies

Longer commuting
time for people with
disabilities

D&I progression framework areas

- Governance and leadership
- Membership and professional registration
- Meetings, conferences and events
- Education and training, accreditation and examinations
- Prizes, awards and grants
- Communications, marketing, outreach and engagement
- Employment
- Monitoring and measuring



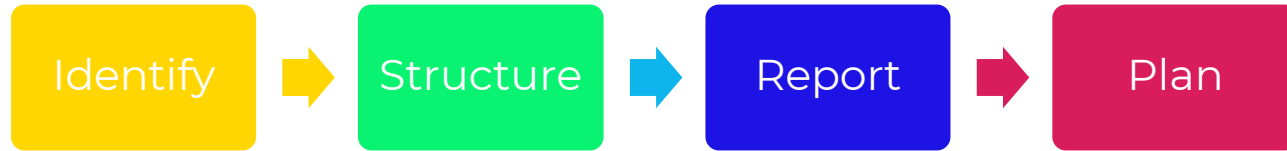
<https://www.raeng.org.uk/publications/other/diversity-progression-framework>



6 Communications, marketing, outreach and engagement Summary



How the D&I framework can help



D&I Progression framework steering group



Diversity data

Build trust

Tailor your
measurements
to business
goals

Look at the
applicant's
lifecycle

Measure
diversity AND
inclusion

Capture
qualitative and
quantitative
data


Update your
stakeholders



D&I measurement toolkit


Leadership

Measures 1-4

- 1 Percentage of diverse direct reports at all levels
 - 2 Percentage of leaders or people managers with strategic D&I objectives in their performance measures
 - 3 Percentage of leader or manager roles with inclusive behaviours defined as a required competency
 - 4 Percentage of those in leadership roles who are active and visible D&I advocates and role models
- 


Attraction & recruitment

Measures 5-9

- 5 Percentage of diverse applicants at each stage of the recruitment process
 - 6 Percentage of interviewers that have completed company recruitment training that includes D&I and bias awareness
 - 7 Percentage of diverse interviewers or assessors conducting assessment days or panels
 - 8 Percentage of advertised roles that are inclusive by design, specification and the absence of bias
 - 9 Percentage of advertised roles that use a range of channels to attract candidates
- 


Retention

Measures 10-13

- 10 Percentage of joiners compared to percentage of leavers, by diversity characteristic
 - 11 Percentage of employees that indicate a positive employee experience, by diversity characteristic
 - 12 Percentage of formal flexible working requests approved
 - 13 Percentage of bullying and harassment, grievance and disciplinary cases upheld
- 

Progression

Measures 14-16

- 14 Percentage of employees who have progressed (via grade change, out-of-cycle pay increase or significant responsibility increase) by diversity characteristic
 - 15 Percentage of roles filled by internal candidates rather than external candidates, by diversity characteristic
 - 16 Percentage of each diversity characteristic that takes up training and development opportunities, compared to representation in the workforce
- 

Inclusive events

Balanced panels

Use TIE library
with diverse
imagery and the
events checklist

Code of conduct

Diverse audience

Avoid major
religious holidays

Ask for feedback



Inclusive selection

Inclusive ads
and targeted
channels

Don't ask
about salary
history

Diverse panels

Training

Challenge
inappropriate
behaviours

Offer flexibility
and
reasonable
adjustments



Previous workshops and webinars



[Prizes, Awards and Grants Workshop](#)



[D&I in training, education and accreditation](#)



[Diversity data webinar](#)

<https://sciencecouncil.org/professional-bodies/diversity-and-inclusion-implementation-steering-group/>

Resources

<https://sciencecouncil.org/professional-bodies/diversity-and-inclusion-implementation-steering-group/>

+ Member's area

+ Blogs

+ Case studies

+ Resources and 'how to' guides (free)

+ Resources and 'how to' guides (paid)

+ Prizes, Awards and Grants Workshop

+ Training & Education, Course Accreditation and Examinations Workshop

+ Diversity Data and Monitoring Workshop

+ Training & Education, Course Accreditation and Examinations Workshop

D&I response to COVID-19

<https://www.raeng.org.uk/diversity-in-engineering/professional-engineering-institutions/mental-health-resources>

Mental health resources

Professional Engineering Institutions >

[D&I Progression Framework benchmarking](#)

[Guidelines](#)

[Mental health resources](#)

The following are from PEIs and members of the Science Council:

Royal Society of Chemistry

- [Royal Society of Chemistry COVID-19 response](#)

The Royal Society of Chemistry created this [response to the COVID-19 outbreak](#), which also compiles the information and resources on where our community can find support as well as offer their help.

- [ChemVSCovid hero stories](#)

These are [positive stories of people in the chemical sciences community](#) who are in the fight against COVID-19, whether that be research on the virus or keeping the lights on at facilities.

- [Building a better chemistry culture](#)

The Royal Society of Chemistry Inclusion and Diversity team and Chemistry World are offering the monthly webinar series [Building a better chemistry culture](#) to support the chemical sciences community in response to and beyond the COVID-19 pandemic. The first in the webinar series coincided with Mental Health Awareness Week (MHAW, 18-24 May) and highlighted the MHAW theme of *kindness*. The webinar recording "Kindness - Building a better chemistry culture" is now available [here](#)

- [RSC bullying and harassment support line](#) offers impartial, confidential support.

Institute of Physics (IOP)

- ["A fresh look at resilience"](#)
- [The IOP resilience toolkit](#)
- [Building momentum towards inclusive teaching and learning](#)
- [Technicians and Student Mental Health](#)
- [Exploring the workplace for LGBT+ Physical Scientists](#)

Institution of Mechanical Engineers (IMechE)

- [IMECHE at home](#)

Institute of Physics and Engineering in Medicine (IPEM)

 [IPEM Mental health guidance during COVID-19 \(120.02 KB\)](#)



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Thank you

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

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