

Diversity and Inclusion (D&I) Progression Framework Implementation Group

Prizes, awards and grants workshop

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Welcome

Rosemary Cook

*CEO Institution of Physics and Engineering in
Medicine*



Challenges to Increasing D&I in Prizes Awards and Grants

Brian Wagenbach

Member Engagement Manager, Science Council



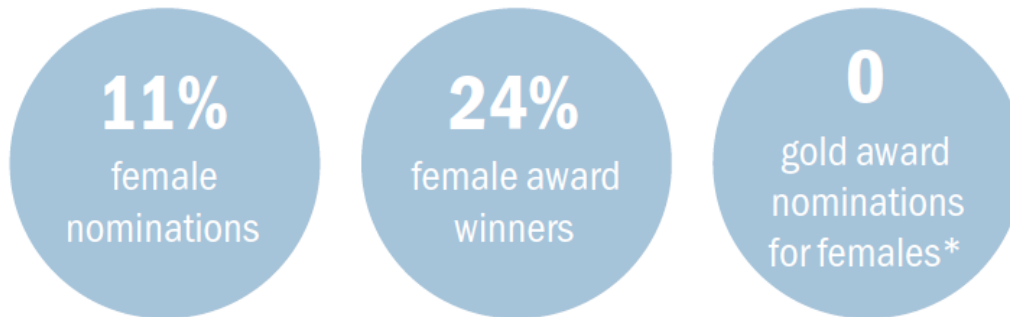
The IOP Awards programme aims to build a sense of community and raise the profile of physics amongst wider society by rewarding excellence in individuals and teams who have made a substantial contribution to excellence in physics in the UK and Ireland.

- 6 Gold medals recognise and reward outstanding and sustained contributions to physics by a person of international reputation in different subject areas.
- 16 Silver medals are awarded annually to recognise and reward the highest quality research and application of physics.
- 6 Bronze Early Career medals are awarded annually to recognise and reward exceptional early career contributions.



This was the situation in 2015....

Our awards



* Between 2010 and 2015.



So our Science & Innovation Team got to work...

Whole-scale review of our awards

- Changed the names of some of awards
 - 30% of our awards are now named after women
 - Forenames included to raise the visibility of these women
- Sent out targeted emails encouraging nominations
- Started collecting self-identified gender data
- Inserted a positive statement in our literature:

“We welcome nominations that reflect and celebrate the breadth, geographic spread and diversity of our community. We particularly welcome nominees who are women and/or from ethnic minorities because they are under-represented.”

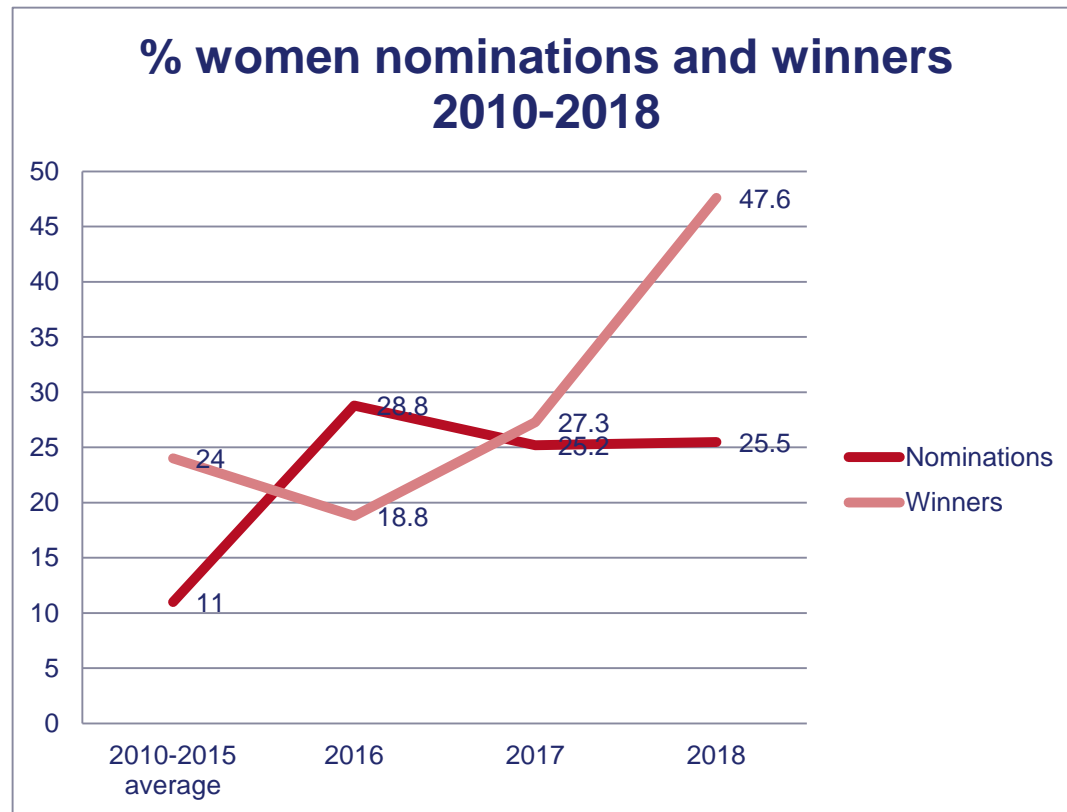


And that's not all...

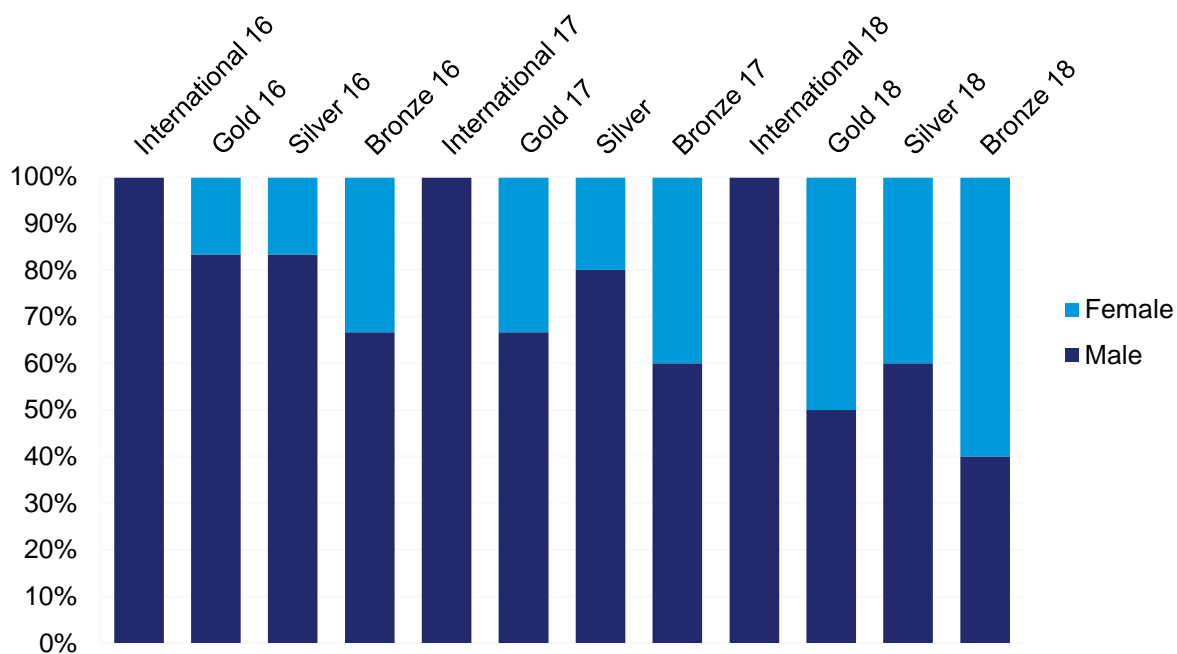
- Awards committee (who shortlist candidates) now only ask to see the nominees' top ten publications
- Applications are submitted through an online portal
- Self-nominations accepted for Bronze early career awards



This is the situation now...



Gender balance of award winners by type, 2016-18



- In 2018
 - 26% of nominees were female
 - 48% of recipients were female
- Women continue to dominate in our teaching and outreach & engagement awards
- Hoping to see greater proportions of subject awards go to women as we continue to focus on gender equality in awards.
- We have committed to monitoring this annually.

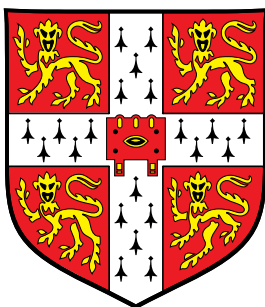


Royal Society of Chemistry Review of Recognition

Jeremy Sanders

University of Cambridge

Athena Forum



Recognition at the Royal Society of Chemistry

- RSC has a long tradition of recognising excellence in Chemistry

From the Faraday Medal in 1869 to the recently established Diversity Prize

- Recognition portfolio has evolved alongside the RSC
 - Eighty-nine prizes and awards in the main portfolio
 - Over 50 Interest Group awards
 - Volunteer recognition awards
 - Journal lectureships
- Decade since the last Review of Awards by the RSC



Royal Society of Chemistry Review of Recognition

The scientific environment has changed since the last Review of Awards by the RSC....

Increased emphasis on impact and innovation as well as interdisciplinary and cross-sector activities

Growing awareness of the importance of teams and collaboration

Concerns in academia about research culture and careers

A growing awareness of the importance for science and society of diversity in its broadest sense



Royal Society of Chemistry Review of Recognition

- In 2018, invited by Sir John Holman, RSC President, to chair an independent Review of RSC Recognition Programmes.
- The goal is to ensure that the recognition portfolio delivers maximum impact for chemists and chemistry.
- Review was overseen by an independent Review Group which brought together individuals from within and outside chemistry with a range of experience and expertise.
- Fundamental questions around recognition: why and how?



Membership of the Independent Review Group

Prof Jeremy Sanders CBE FRS (Chemistry, University of Cambridge) - Chair

Dr Angelo Amorelli (Group Research, BP)

Prof Tom Brown (Chemistry, University of Oxford)

Prof Richard Catlow FRS (Chemistry, University College London)

Dr Roger Highfield (Science Museum Group)

Prof Nazira Karodia (Science and Engineering, University of Wolverhampton)

Prof Anne Ridley FRS FMed Sci (Cellular and Molecular Medicine, University of Bristol)

Dr Kristy Turner (Chemistry, University of Manchester and Bolton School)

Prof Essi Viding (Psychology, University College London)

Prof Dr Helma Wennemers (Chemistry and Applied Biosciences, ETH Zurich)



Review Methodology

1. Scope and develop theme cluster framework

- Literature Review
- Data from current RSC Prizes and Awards
- Workshops with RSC Groups



2. Expand theme clusters

- Workshops with RSC Divisions and Inclusion & Diversity Committee
- Initial interviews



3. Define purpose and overarching principles

- Review Group discussion of initial findings and themes
- Agree Purpose and Overarching Principles



4. Expand evidence

- Expand evidence through detailed qualitative and quantitative feedback from interviews and survey



5. Analysis and synthesis to formulate draft recommendations

- Draft recommendations discussed and refined by Review Group



6. Develop final recommendations and options

- Final recommendations reviewed and agreed by Review Group



Analysis and Synthesis

- Independent Review Group developed recommendations in a set of two full meetings considering:
 - Literature
 - Information about the current RSC prize and award portfolio
- Broad community consultation process:
 - 100 workshop participants (Division Council members and Inclusion and Diversity Committee)
 - Telephone interviews
 - Over 2000 survey responses including questions on what merits recognition, drawbacks to recognition and barriers to nomination



Encouraging Diversity and Inclusion at the Royal Academy of Engineering

Raffaella Ocone



Agenda

- Intro to the Royal Academy of Engineering and the D&I Programme
- Awards Committee
- What we are currently doing
- What's next
- Find out more



Intro to the Royal Academy of Engineering and the D&I Programme



Strategic Challenges

1. Make the UK the leading nation for engineering innovation
2. Address the engineering skills crisis
3. Improve public awareness and recognition of the crucial role of engineers everywhere

Purpose

To advance and promote excellence in engineering for the benefit of society



UK Legislation

- Equality Act 2010
- Promotes equality of opportunity for 9 protected characteristics
- Outlaws discrimination, harassment and victimization across all characteristics
- Requires reasonable adjustments for disabled people
- Supports taking positive action
- Translated into Academy EDI Policy

D&I Programme strategy 2016-2020

- Provide insight to address barriers to increasing D&I in engineering employment and professional registration
- Engage in partnerships to remove barriers to increasing D&I
- Deliver impact through effective communications

Business case: Academy strategic aims & values

- Address the skills crisis
- Elect diverse Fellows
- Attract, recruit & retain diverse engineers
- Nurture innovation and creativity
- Engage diverse society
- Develop D&I capability
- Promote equality of opportunity, diversity and inclusive environments



D&I Programme Strategy 2016-2020

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.

Strategic Aims

1. Provide insight to remove barriers to D&I in engineering employment and professional registration.
2. Engage in partnerships to remove barriers to increasing D&I.
3. Deliver impact through communications.



D&I Programme Structure



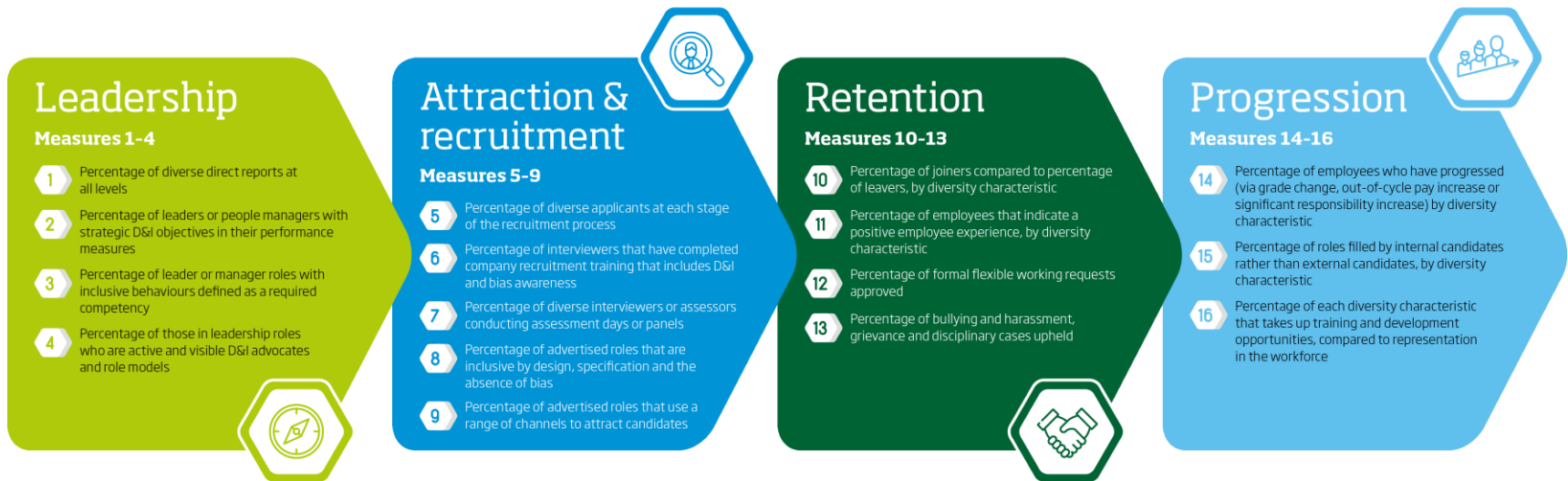
Employers - Diversity and Inclusion Leadership Group (DILG)

- A group of engineering employers and employer-led organisations collaborating with the Academy at any one time
- Consists of a steering group of engineering employer representatives at senior level that advises on strategic direction of work on employment.
- The DILG steering group initiates a number of topic specific implementation groups to deliver strategy on the group
- As of January 2019 more than 75 have actively collaborated

For more on the DILG www.raeng.org.uk/policy/diversity-in-engineering/employers/dilg



D&I Measurement in Engineering



The guide on D&I measurement in Engineering has just been launched. It gives a framework as to how organisations can use measurement to help them develop their D&I activity and plans and monitor success.

D&I Programme Partner Organisations



EqualEngineers



The Awards Committee

The purpose of the Awards Committee is on behalf of the Trustee Board to identify and choose appropriate and worthy candidates for the Academy's relevant prizes and awards

In doing so it will seek to:

- **Promote** the Royal Academy of Engineering
- **Celebrate** engineering excellence
- **Inspire the next generation** of engineers by identifying and rewarding possible role models
- **Demonstrate the relevance** of engineering to society



Roles and Responsibilities of the Awards Committee

- To consider nominations for Academy prizes and awards and to decide on winners
- To make recommendations to the Board, from time to time, that new prizes or awards be created by the Academy for specific purposes
- To identify potential new Fellows from among award nominees for the attention of the Proactive Nominations Panel
- Make an input in the proposal and planning of the Academy's Awards Dinner and other award presentations
- To support the Academy's diversity campaign by encouraging nominations from a broad spectrum of society and awarding prizes without prejudice or bias



What We Are Currently Doing

Website and
comms
materials more
accessible

Statement
encouraging
applications from
people from a
variety of
backgrounds

Antibullying
and
Harassment
statement

Unconscious
bias training
for committee
members

Diverse panels

Diversity
monitoring to
the Trustee
board



What We Are Currently Doing

Building
accessibility
statements

Statement on
reasonable
adjustments

Inclusive
requirements
as part of the
events
checklist

Departmental
D&I action
plans

Electronic door
buttons

Disability
confident level
1

Black History
Month
(August)

Celebrating
International
Women's Day
(March)



What's Next

Ensure that all new
committee
members complete
the Unconscious
bias training

Diversity data
monitoring and
reporting

Campaign to
encourage fellows to
fill out the diversity
form

Disability confident
level 2



Find out more...

Email: diversityteam@raeng.org.uk

Visit: www.raeng.org.uk/engdiversity

Join our D&I in Engineering Forum: www.linkedin.com/groups/8619013



@RAEngNews #EngDiversity



#EngDiversity @RAEngNews #ScienceDiversity @Science_Council

Planning for Change

Prizes, Awards and Grants Workshop

Dr Laura Norton
Dr Sandra Macaskill



Planning for Change in Prizes and Awards

- Understanding the system
 - data and evidence
- Engage all stakeholders
 - prepare and engage all
- Play the long-game
 - sustained effort and reinforcement



Royal Society of Chemistry planning for change

- Data-led approach
 - Collection, analysis, monitoring and sharing
- Working together
 - Internally (staff and member community) and externally
 - ID team, Prizes and Awards team, all stakeholders
- Using appropriate tools
 - RSC Review of Recognition
 - RAEng and Science Council Progression Framework
 - Training and awareness tools
 - Change Management



Royal Society of Chemistry planning for change

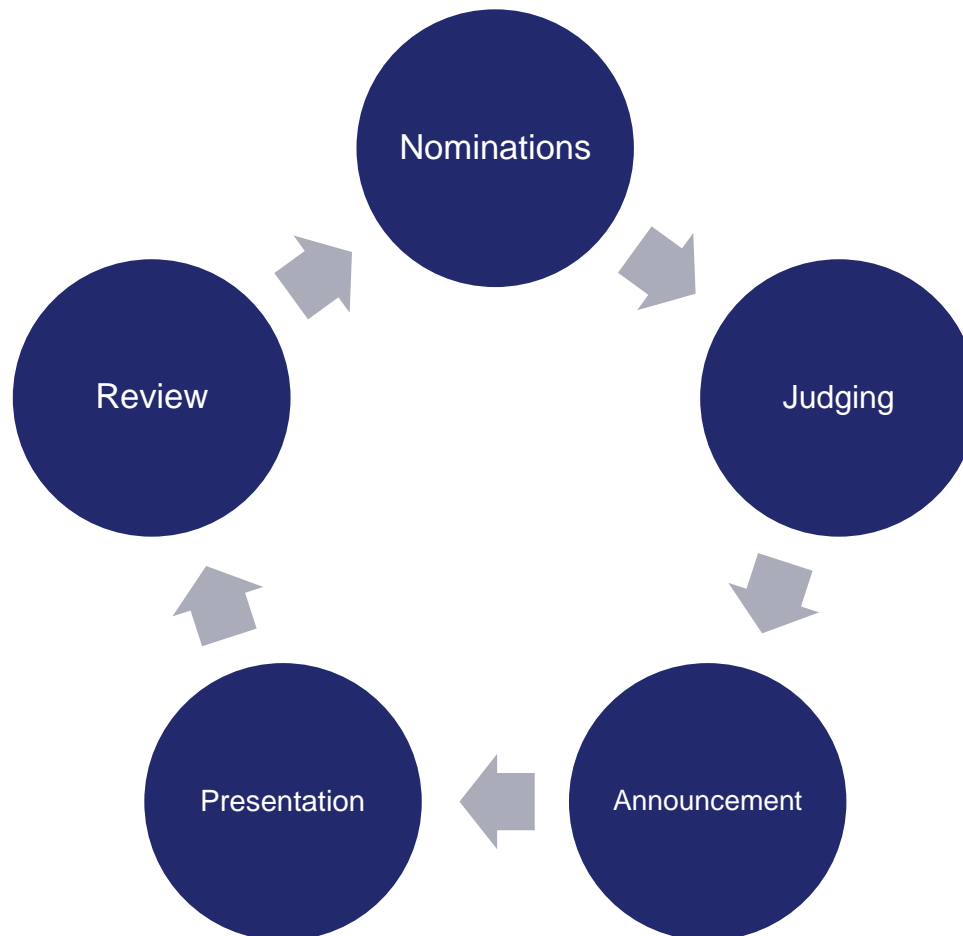
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Change Management approach

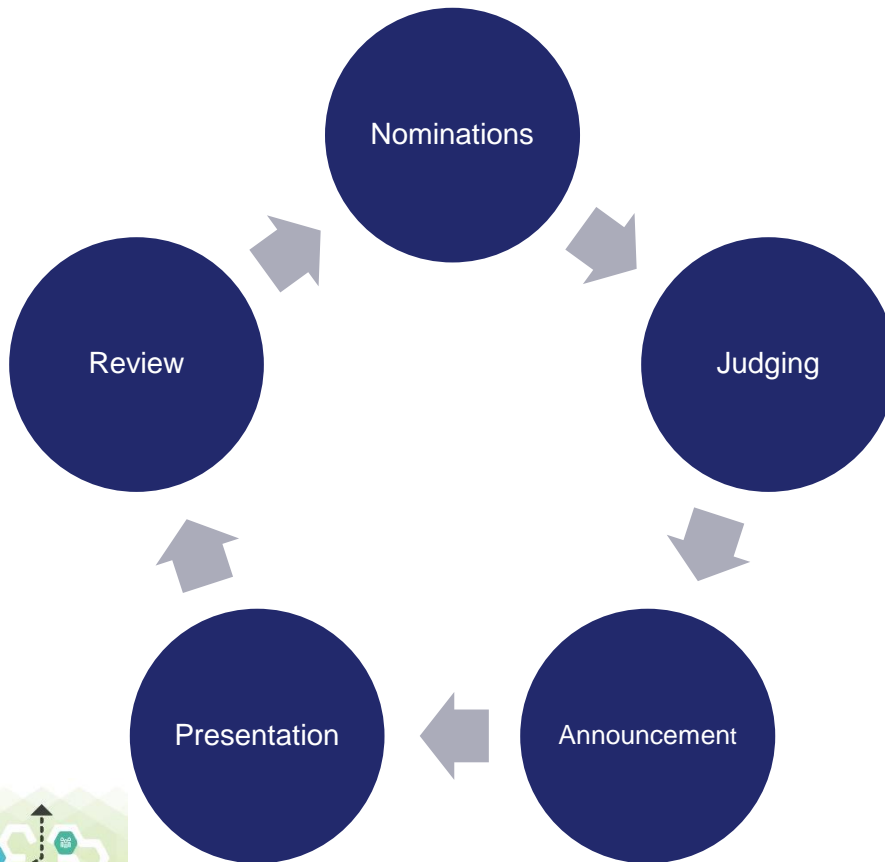
- Awareness
- Desire
- Knowledge
- Ability
- Reinforcement



Prizes and Awards Cycle



Prizes and Awards Cycle – What could you do?



In your organisation:

- Which are the key points in the prizes and awards cycle in which you could influence change?
- How would you plan for this and who would you work with?
- What is the potential impact?

Discuss in small groups

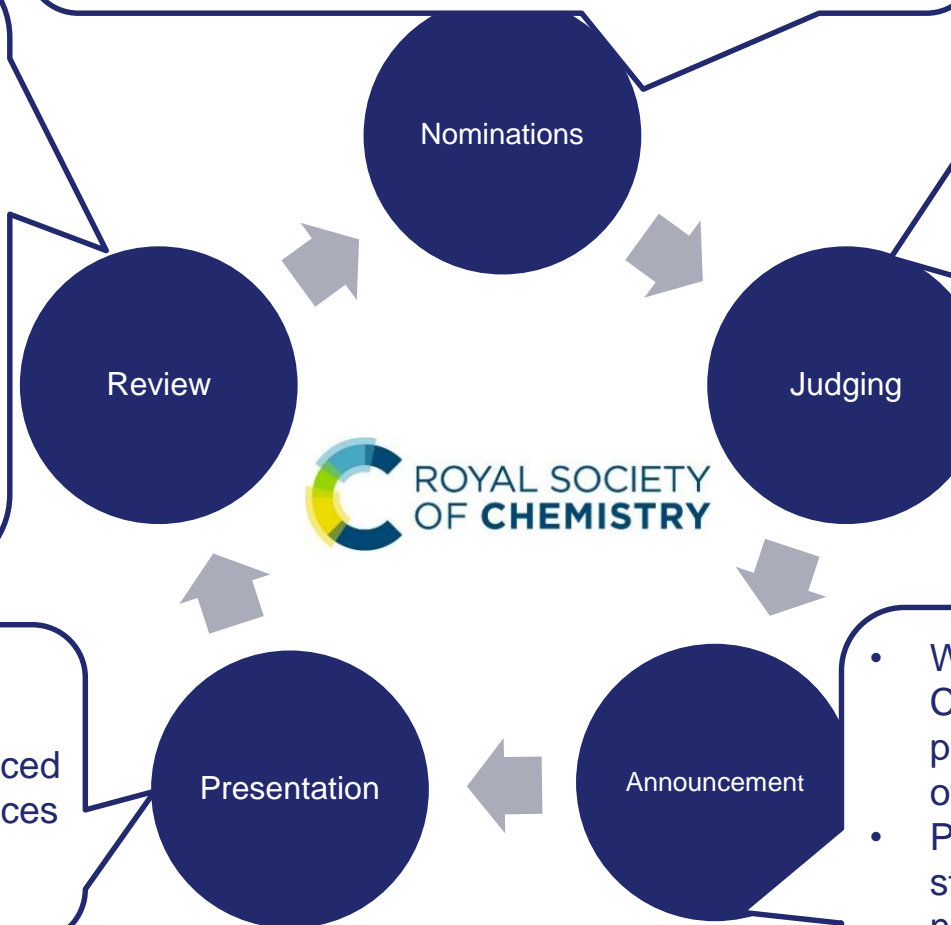
- Removed age restrictions and strengthened position welcoming nominations with non-traditional career paths.
- Published gender nomination stats. “Myth debunking”.
- Review all marketing language for bias.

- Inclusion and diversity as a standing item on Awards Working Group agenda with action register.
- Data monitoring.
- Regularly present data to key stakeholders to highlight unrepresentative nomination patterns and drive change.

- Removed identity of nominator from judges paperwork.
- Introduced unconscious bias training for all judges.
- Panel review with independent witness.

- Worked with winners to ensure lecture tour responsibilities are balanced with personal circumstances and are not a barrier to accepting awards.

- Worked with Communication team to publicise diverse range of winners.
- Published gender statistics on nominators, nominees and winners.



Thank you

Contact diversity@rsc.org



Q&A

Rosemary Cook

*CEO Institution of Physics and Engineering in
Medicine*



Thank you!
(and networking lunch)

