

D&I Implementation Group statement

Engineering and science professional bodies come together to improve diversity and inclusion (D&I)

Following the release of the report '[Creating a culture where all engineers thrive](#)' by the Royal Academy of Engineering earlier this year, and the launch of a benchmarking tool for engineering and science professional bodies, a group of professionals has come together to ensure that lessons from the report are implemented.

Twenty professional engineering institutions (PEIs) and 21 scientific bodies have already self-assessed their performance in eight areas of professional body activity: 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; and monitoring and measuring.

The benchmarking exercise, which used a specially-created D&I Progression Framework, was led by a collaboration between the Academy and the Science Council. The two bodies have brought together their respective engineering and scientific professional bodies in a steering group to address findings and recommendations from the report.

The Steering Group, chaired by Rosemary Cook, CEO of the Institute of Physics and Engineering in Medicine, met first in May 2018, and has mapped the recommendations of the report into a matrix which identifies key issues, and potential practical actions that can help to deliver change. Four subgroups are considering these in more depth over the Summer, focusing on communications and language; developing better measures; extending use of the framework; and sharing of resources.

The Steering Group has set ambitious aims:

- to raise the percentage of PEIs/Science bodies using the EDI Progression Framework from 50% to 75% of organisations; and
- to demonstrate positive change in EDI activities in PEIs/Science bodies through new measures, and share these on a common dashboard.