**Progression Framework Frequently Asked Questions**

**Q1: What is the Diversity and Inclusion (D&I) Progression Framework?**

A: It’s a self-assessment tool, professional bodies choose their focus from the eight areas listed in Q2, measuring themselves against four levels of good practice.

**Q2: What areas of our work does it look at?**

A: It covers progress on D&I actions in eight areas of specific interest to Professional Engineering Institutions and science bodies:

1 Governance and leadership

2 Membership and professional registration

3 Meetings, conferences and events

4 Education and training, accreditation and examinations

5 Prizes, awards and grants

6 Communications, marketing, outreach and engagement

7 Employment

8 Monitoring and measuring

**Q3: Where did this come from?**

A: It was developed by the Royal Academy of Engineering and the Science Council, working with a group of member bodies from both organisations.

**Q4: Does my organisation need to address all the protected characteristics listed in the** [**Equalities Act 2010**](https://www.equalityhumanrights.com/en/equality-act/protected-characteristics)**?**

A: No, you can focus on the characteristics that are relevant to your organisation.The focus of the Framework is strategic culture change – creating processes that are inclusive, which lead to more diverse organisations and memberships.

**Q5: Is it about creating a league table of best and worst organisations regarding D&I?**

A: No. Each organisation can use the Framework to monitor its own progress; and when the results are shared, in the regular benchmarking exercise, the results are anonymised. So you can see where your organisation stands in relation to other similar organisations; but other organisations don’t know what your score is.

**Q6: Is it just about measuring where we are?**

A: No – the Framework gives examples of each ‘level’ of progress on D&I, so it provides ideas for how to improve your processes in each area. It aims to stimulate progress and improvement, not just to measure status.

**Q7: Where can I get support for using the framework?**

A: Blogs, resources and case studies can be found here: <https://sciencecouncil.org/professional-bodies/diversity-and-inclusion-implementation-steering-group/> Additional resources will continue to be added, so please check back with this page. Also, you can contact Brian Wagenbach [B.Wagenbach@sciencecouncil.org](mailto:B.Wagenbach@sciencecouncil.org), Member Engagement manager at the Science Council or Monica Stancu [Monica.Stancu@raeng.org.uk](mailto:Monica.Stancu@raeng.org.uk), Diversity and Inclusion Manager at the Royal Academy of Engineering.

**Q8: Will there be opportunities to take part in further Benchmarking?**

A: Yes, another Benchmarking exercise is planned for mid-2020.