Take away key insights and solutions, which will help you to:

1. **Align D&I policies** with business strategies and set D&I metrics to measure success
2. **Create diversity** at the senior management level with an inclusive leadership strategy
3. **Develop positive job advertisements** that attract diverse candidates
4. **Recognise mental health issues** at work and develop practical solutions
5. **Become disability-smart** to benefit your organisation
6. **Promote BAME and LGBTQ+ employees** through networks and outreach
7. **Use data and measurement** to drive cultural change

Speakers and Workshop Facilitators are from:

Exhibitor

Strategic Partners

Register online at www.theiet.org/diversity
Day One: Thursday 8 November 2018

08:30 Registration, refreshments and networking

09:00 Opening remarks by the chair
Dr Jessica Wade, Postdoctoral Research Associate, Department of Physics and Centre for Plastic Electronics, Imperial College

09:15 Presentation: The role of the Board and C-suite in delivering workforce diversity and inclusion
Speaker: Steven Cox, Vice President, Diversity and Inclusion Ambassador, Fujitsu Global

09:30 Presentation: Is there an image problem? How can the portrayal of engineers and engineering reflect that of society?
Speaker: Ellen Simmons, Engineer, Analytical Engineering Group (MedTech), Cambridge Consultants

09:45 Panel discussion: Creating a recruitment, retention and talent management strategy that delivers a diverse workforce
Panellists:
- Hollie M Woodard, Head of Equality, Diversity & Inclusion, VolkerWessels
- Dr Paul Stevenson, Department Manager, Electrical Engineering, UK Atomic Energy Authority
- Sara Walsh, Account Manager - STEM, Stonewall

10:45 Networking and Refreshments

11:15 Presentation: It’s not just about women and ethnic minorities! – Why diversity means diversity
Speaker: Dr Mark McBride-Wright, Managing Director, EqualEngineers

11:30 Panel Discussion: What does an inclusive work culture look like and how can you get there?
Panellists:
- Samantha Daly, Inclusion and Diversity Lead, Jacobs
- John Dyer, Director, Credibility
- Nicky Siddall-Collier, Employment Law Specialist and D&I Champion, ISS Facility Services
- Osita Madu, Equality, Diversity, Inclusion Manager, Supply Chain, HS2
- Sarah Halpin, Principal Structural Engineer, Buildings, Ramboll

12:30 Lunch and Networking

Register online at www.theiet.org/diversity
### Workshop Options

<table>
<thead>
<tr>
<th>A</th>
<th>The Inclusion Confusion, not on my watch: Creating diversity at the board level</th>
</tr>
</thead>
<tbody>
<tr>
<td>B</td>
<td>Effectively engaging with schools to build a diverse talent pipeline</td>
</tr>
<tr>
<td>C</td>
<td>Recognising mental health issues at work and developing solutions to tackle the challenges</td>
</tr>
<tr>
<td>D</td>
<td>Assessing the legal responsibilities of employers in compliance with the Equality Act 2010</td>
</tr>
</tbody>
</table>

**A**

The Inclusion Confusion, not on my watch: Creating diversity at the board level

If we want to solve a business problem we must first understand the root causes before we deploy a range of appropriate solutions, which sounds like simple business logic; right? So why then do we not apply the same logic and tools to solving the problem of Inclusion and Diversity within industry? In this session Ed Jervis gives us his unique take on why we are so far from where we need to be. Coming from an Operational Excellence and Transformational Change background; Ed poses some key questions and is purposely disruptive, in challenging the way we think giving us some practical take-away solutions.

Ed believes that change will not come about by making people feel defensive or to blame for these issues; however he is clear that we all have a responsibility to resolve them. Ed believes that not only is this the right thing to do; but for organisations who get this right the commercial upside is enormous.

**Key areas covered**

- Evolution and the role of our instincts
- Unconscious bias and institutionalised behaviours
- The ‘Lived Experience’ of your people, be careful of privilege
- Inclusion, the business case
- Creating a culture of marginal gains

**Key learning points**

- Introspective, questions leaders should ask themselves
- Practical take-away activities and suggestions
- A clear model for building a diversity and effectual mindset

---

**B**

Effectively engaging with schools to build a diverse talent pipeline

To create a diverse and inclusive engineering sector we need to attract more young people from a wide range of backgrounds into STEM careers.

This workshop explores how employers can play an important role in growing the engineering talent pipeline and ways to work effectively with schools to inspire more young people.

As collaboration between employers and schools is key to this success, Tideway will provide practical insights from their perspective.

**Key areas covered**

- Why employer engagement is so important to attract a diverse range of engineering talent
- Explore why some young people are not choosing STEM subjects and careers
- Research and best practice around engineering outreach
- Tideway’s approach to working with schools and growing the talent pipeline
- Further employer case studies

**Key learning points**

- Understand the current STEM engagement landscape
- How employers can develop their CSR and talent generation programmes to align with D &I priorities
- Sharing best practice and insights into how other employers are working with schools

---

**C**

Recognising mental health issues at work and developing solutions to tackle the challenges

Engineering is a high-hazard industry, and we have a huge focus on the physical safety of our profession considering risk, with preventative and mitigation barriers put in place to ensure everyone will return home safe from work. Mental health and wellbeing need the same rigour of approach. Suicide is the biggest killer of men under 50, and in the construction sector if you are male you are 3.7 times more likely to take your own life compared to the national average. Join this interactive workshop to explore how proactivity on mental health could help pave the way for a more diverse and inclusive engineering work force.

**Key areas covered**

- Introduction to physical safety and similarities in culture between positive safety culture and inclusive culture
- Introduction to mental health issues
- Case studies from role models being open about their mental health issues
- Methods for creating an inclusive culture around mental health
- Opportunity to engage and feed-in on an industry-wide approach

**Key learning points**

- Understand mental health issues and how people can be supported
- Explore an alternative way of framing and articulating the benefits inclusivity in your business to drive engagement from the majority workforce
- Be empowered to make change in your organisation to raise awareness of

---

**D**

Assessing the legal responsibilities of employers in compliance with the Equality Act 2010

The Equality Act which came into force on 1 October 2010, replaced almost all of the previous equality legislation and aimed to harmonise the previous provisions, make the law easier to understand and strengthen protections in certain areas. Having an understanding of and complying with the basics of the Equality Act is a crucial starting point to any organisation wanting to achieve diversity and inclusion.

This participative workshop will cover the key provisions of the Act focussing on areas which employers often make mistakes such as making reasonable adjustments for employees with disabilities; areas which are less well understood such as indirect discrimination and the parts of the Act which are most helpful to driving diversity and inclusion.

**Key areas covered**

- The protected characteristics and why there aren't just nine
- The different types of discriminatory behaviour contained within the Act
- How to justify certain types of potential discrimination
- The definition of a legally defined disability and what criteria should be taken into account when assessing whether an adjustment is reasonable
- How positive action can be utilised to drive diversity and inclusion

**Key learning points**

- An understanding of the key provisions of
<table>
<thead>
<tr>
<th>Inclusion strategy at Board Level</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ed Jervis</strong>, Operational Excellence Black Belt, Global Head LGBT Network, <strong>Serco</strong></td>
</tr>
</tbody>
</table>

| Aimee Welch, London Employer Support Manager, **EngineeringUK** |
| Monica Lobo, Education Lead, **Tideway** |
| Dr Mark McBride-Wright, Managing Director, **EqualEngineers** |

- **positive mental health and wellbeing**
- the Equality Act
  - Applying the definitions of the Equality Act to real life examples
  - How to utilise the Equality Act to drive diversity and inclusion

**Nicky Siddall-Collier**, Employment Law Specialist and D&I Champion, **ISS Facility Services**

| 15:00 Networking and Refreshments |
| 15:30 Workshop Options |

<table>
<thead>
<tr>
<th>E</th>
<th>F</th>
<th>G</th>
<th>H</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tackling gender diversity in the construction industry – A 4 step methodology to enable change</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cristina Savian, Managing Director, <strong>BE-WISE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>How to develop inclusive job adverts that attract diverse candidates</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>An overview of the business case for inclusive hiring and the principles behind the creation of inclusive job adverts in the context of an inclusive hiring process.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Key areas covered</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Business case for inclusive hiring</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- What inclusive hiring looks like</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- How unconscious bias affects our language</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Job Adverts Analysis</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- How to get it right: inclusive job adverts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Key learning points</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Ability to identify key business advantages to inclusive hiring</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Ability to recognise ways in which unconscious bias plays a part in hiring</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Ability to identify subjective criteria in job ads and how to address it</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Maria Grazia Zedda</strong>, Equality, Diversity and Inclusion Workforce Manager, <strong>HS2</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>What actually works in D&amp;I? Using insights and behavioural science to drive action</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>There is an increasing body of evidence that some of our tried and trusted D&amp;I techniques are not working. Harvard Business Review has evaluated the millions spent on unconscious bias training and found very little impact. As we all move to an era where our work on D&amp;I has to be more mature, the team at Transport for London are using the best of recent developments in behavioural science to drive forward our work so that it has a real impact as well as a tight focus on using a solid evidence base and bespoke actions.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Key areas covered</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- How do we know what works in D&amp;I?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Increasing disclosure</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Measuring progress</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Lessons learnt</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Bespoke solutions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Key learning points</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- We need to be more scientific in measuring what works in D&amp;I</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Sometimes we need bespoke solutions depending on different cultures and</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Data driven culture change: how to use data to effect culture change**

The Academy research “Creating cultures where all engineers thrive” showed that one of the seven indicators of inclusion is leadership but how do we measure that leadership is being effective? At this workshop we will explore how leadership can be measured by looking at the D&I Measurement in Engineering booklet that was launched in September 2018. We will also look at the Progression Framework that the Academy developed in conjunction with the Science Council for Professional Engineering Institutions and Science Council members to enable them to measure their progress on D&I. We will then look at how this information can be used to effect culture change.

**Key areas covered**

- D&I - what can be measured?
- How can we measure D&I?
- What will a maturity matrix on D&I tell us?
- How can data, measures and a maturity matrix effect culture change

**Key learning points**

- What can be measured
Day Two: Friday, 9 November 2018

09:00 Opening remarks
Dr Jessica Wade, Postdoctoral Research Associate, Department of Physics and Centre for Plastic Electronics, Imperial College

09:30 Presentation: How engineering and technology organisations can become disability-smart
Speaker: Diane Lightfoot, Chief Executive Officer, Business Disability Forum

09:45 Panel Discussion: Interface between academia and industry – how can we engage a more diverse talent pool of potential engineers?
Panellists:
- Katherine Mathieson, Chief Executive, British Science Association
- Dr Martin Hollins, Chair, STEMM Disability Advisory Committee
- Professor Alison Hodge MBE, Emeritus Professor of Engineering, Aston University
- Abike Looi-Somoye, Industrial Cadet of the Year Winner 2018

10:45 Refreshments and Networking

11:15 Presentation: Aligning diversity and inclusion policies with business strategies
Speaker: Barbra Carlisle, Diversity and Inclusion Lead, Arcadis UK

11:30 Panel Discussion: What are the practical solutions you can implement today to help deliver a diverse and inclusive engineering sector tomorrow?
Panellists:
- Natalie Desty, Founder and Director, STEM Returners
- Jo Southan, Health & Wellbeing Advisor, Barhale
- Kate Farrell-Thomas, Group Leader - Design Engineering, Medical Technology, Cambridge Consultants
- Paula Lindores, Head of Leadership Development & Capability, Skanska
- Anne Jenkins, Head of Diversity and Inclusion, Nuclear Decommissioning Authority

12:30 Lunch and Networking

13:30 Workshop Options
<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I</strong></td>
<td><strong>J</strong></td>
<td><strong>K</strong></td>
</tr>
<tr>
<td>Inclusivity in academia – is it different from elsewhere and how do we overcome any barriers?</td>
<td>Role models and diversity: The good, the bad and the unachievable</td>
<td>Realising the benefits of an ageing workforce: Tackling ageism and the generational gap in the workplace</td>
</tr>
<tr>
<td>In this workshop, we will explore some of the factors that may (or may not) differentiate the environments that prevail in academia in comparison with corporate environments. Academia includes staffs as employees, and students who are increasingly being viewed as “customers”. Academic establishments also have a very significant influence on suppliers, contractors, local and wider communities. Staff and students are very diverse, encompassing a range of communities.</td>
<td>Role models have been used for years to promote STEM subjects to the next generation. But do they work? Is it possible that some do more harm than good, and what makes a good role model anyway? In this practical workshop we will share some nuggets of our extensive experience in STEM outreach and summarise the key research that can help your organisation deliver a more inclusive role model project. For anyone who co-ordinates STEM ambassadors or role model campaigns, this workshop will help keep you up to date with the latest thinking, and maybe challenge some of your own assumptions.</td>
<td>In the UK, people are living longer, the baby boomers are heading towards retirement, and the birth-rate has declined year on year since 2012. Half of all adults in the UK will be over 50 years old by 2030. UK engineering businesses are already experiencing talent and skills gaps, and with fewer young people set to enter the workforce than those retiring each year, it is crucial that businesses can retain and recruit more older workers. This highly interactive workshop offers an introduction to age at work and explores the key challenges facing both businesses and older workers. Participants will hear about practical solutions that leading employers and Human Resources Directors are adopting, as they respond to an ageing and multigenerational workforce.</td>
</tr>
<tr>
<td><strong>Key areas covered</strong></td>
<td><strong>Key learning points</strong></td>
<td><strong>Key learning points</strong></td>
</tr>
</tbody>
</table>
| - Are the issues of inclusivity different in academia from any other workplace or environment?  
- Why would academia be different?  
- Does academia have good practices to share, or lessons to learn?  
- What about the further education sector?  
- How academic research could support changes in the corporate world | - An introduction to role models as a tool to inspire diversity in engineering  
- An overview of what the research can tell us about the influencers of young people  
- An opportunity to analyse some previous role model projects and pull out good and bad practice  
- Sharing insights from young people about what attracts them to role models and careers  
- How ‘girlification’ could negatively impact on diversity | - The effect of demographic change on the economy, businesses and society  
- Key reasons why the employment rate drops significantly at age 50  
- Age-related myth busting  
- What businesses need to do to retain, retrain and recruit more over 50s  
- Practical solutions and impact stories from leading employers |
| **Key learning points** |   |   |
| - Understand how role models can be used in the most effective way for diversity  
- An overview of what relevant research and evaluation has been done  
- How to increase the impact of using role models in various ways |   |   |

**Professor Alison Hodge MBE, Emeritus**

Register online at [www.theiet.org/diversity](http://www.theiet.org/diversity)
15:00  Refreshments and Networking

15:30  Workshop Options

<table>
<thead>
<tr>
<th>M</th>
<th>N</th>
<th>O</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Setting D&amp;I metrics – how do you measure success?</td>
<td>Empowering staff to set up Employee Resource Groups and deliver associated strategies for D&amp;I</td>
<td>Breaking stereotypes and improving the image of engineering</td>
<td>Recognising privilege and the role of the privileged in improving D&amp;I</td>
</tr>
<tr>
<td>Diversity, Equality &amp; Inclusion (EDI) should be on every company’s agenda, not only because research shows a more diverse business is a more profitable business, but also because the people we employ are our biggest assets. Creating an inclusive environment is not only the right thing to do, it is key to ensuring people can unleash their full potential. However finding a place to start, or keeping up with momentum can be difficult.</td>
<td>An Employee Resource Group (ERG) typically consists of individuals with similar demographic characteristics or life experiences who work together for a common goal and support diversity and inclusion within the organization. At this workshop, you will learn that recognizing people's differences is a way to celebrate diversity and ERGs allow the opportunity for others to learn from those differences. During this workshop, Rolls-Royce lessons learnt and strategies will be shared to highlight issues that are relevant to all employees and assist your organization in recognizing and changing behaviours in the workplace to deliver diversity and inclusion.</td>
<td>In this interactive workshop we start by exploring the perceived stereotypes and image of engineering. Personal stories will be used to help illustrate what attracts individuals into the profession. The discussion will explore ‘barriers to entry’ from the knowledge and experience of the attendees. There are many positive examples of initiatives endeavouring to attract and retain a wide range of talent into the industry. Highlights will be used to help with the second discussion looking at what the future should and could look like; what we can do as individuals, as organisations and industry wide, using and sharing best practice from our collective experiences.</td>
<td>Privilege comes in a myriad of forms, both in society and in the workplace. In this workshop we will explore what these forms are and guide the attendees in a self-assessment</td>
</tr>
<tr>
<td>Key learning points</td>
<td>Key learning points</td>
<td>Key learning points</td>
<td>Key areas covered</td>
</tr>
<tr>
<td>- What are the pro’s and cons of setting targets</td>
<td>- How can employees lead change in D&amp;I</td>
<td>- Discussion on the different types of privilege</td>
<td>- Personal stories to highlight good practice</td>
</tr>
<tr>
<td>- The role of senior management when implementing EDI initiatives</td>
<td>- What are some of the blockers for ERGs</td>
<td>- Explore stereotypes and the image of engineering</td>
<td>- Explore stereotypes and the image of engineering</td>
</tr>
<tr>
<td>- Top tips on bringing EDI to life</td>
<td>- How to overcome those blockers – responsibilities of senior management, the ERG and the general population</td>
<td>- An overview of current industry initiatives</td>
<td>- An overview of current industry initiatives</td>
</tr>
<tr>
<td>- How to keep the conversation going</td>
<td>- Success stories and the different ERGs present in RR as a global company</td>
<td>- A future gazing discussion and sharing best practice</td>
<td>- A future gazing discussion and sharing best practice</td>
</tr>
<tr>
<td>Key learning points</td>
<td>Key learning points</td>
<td></td>
<td>- Knowing the different types of privilege that exist</td>
</tr>
<tr>
<td>- Where to focus your attending on EDI</td>
<td>- Personal activity to identify what your privileges might be</td>
<td>- Tools/initiatives that can help to neutralise privilege in the workplace</td>
<td>- Tools/initiatives that can help to neutralise privilege in the workplace</td>
</tr>
<tr>
<td>- Practical tips on embedding EDI</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Register online at www.theiet.org/diversity
### Key learning points
- Explore the perceived image of engineering
- Learn from colleagues and share best practise
- What we can do collectively to enable change

### Neutralise privilege in the workplace

**Samantha Daly**, Inclusion and Diversity Lead, Jacobs

### Rolls-Royce lessons learnt and strategies for improving D&I through ERGs

**Yolanda Carrillo**, Comms and Members Lead of UK Gender Diversity Network / Graduate Engineer  
**Evangelia Velentza**, Career Development Lead of UK Gender Diversity Network / Safety and Reliability Engineer  
**Rachel Wheatley**, Networking Lead of UK Gender Diversity Network / Capability Acquisition Manager, Rolls-Royce

### Creating a high performing culture - key experiences in Rolls-Royce and success stories

**Kris Phelps**, Member Engagement Manager, Employers Network for Equality & Inclusion

### The importance of ERGs as a powerful tool to encourage staff to lead change

**Alex Lawrence**, London Divisional Director, Ramboll

### A commitment to making change

**Evangelia Velentza**, Career Development Lead of UK Gender Diversity Network / Safety and Reliability Engineer

---

**Inclusive Recruiting** is a recruitment consultancy with the diversity and inclusion agenda at its core. We provide talent search services and inclusive recruitment training for businesses that are serious about addressing under-representation across their organisation.

Our founders Anna Sarjantson and Vanessa Johnson-Burgess have more than two decades of experience in sourcing and hiring exceptional talent. Over the last five years their business has specialised in providing engineering clients with senior executive level candidates from a diverse range of backgrounds, providing ingenuity and creativity where it is needed most.

Not content with simply supplying diverse candidate lists, Vanessa and Anna developed a suite of diversity and inclusion training courses to assist in accelerating change. These three workshops are informed by their own recruitment knowledge and experience, as both candidate and recruiter, and supported by insights gained from candidates and colleagues who have faced unconscious bias and blatant discrimination. Delivered to individuals and in-house, our workshops embed diversity and inclusion into the complete employee life cycle, from inclusive recruitment, to effective on boarding and inspirational leadership, to support everyone, regardless of their backgrounds, to thrive.

At Inclusive Recruiting we believe that if we don’t address poor recruitment behaviour, we’re encouraging it through our inaction and perpetuating inequality in the workplace.

However there are no quick wins. There are no gimmicks. Addressing inequality while fostering a culture of inclusion, takes dedication and commitment. While it can start from one seed, it has to take root and grow through the whole company to the executive board. Our bespoke, tailored service will address the perceived and actual barriers to inclusion and remove them, ahead of setting your business on an effective path towards diversity, innovation and success.

Visit our website [www.inclusiverecruiting.co.uk](http://www.inclusiverecruiting.co.uk) for more details.
Strategic Partners of the Engineering Diversity & Inclusion Conference

The Association for Black and Ethnic Minority Engineers (AFBE-UK) promotes higher achievements in education and engineering among people from black and minority ethnicity (BME) backgrounds. It was established in 2007 as a community initiative following the UK Business and Enterprise Committee and the Royal Academy of Engineering’s published reports about shortage of engineering skills in the workforce and in particular the under-representation of people from Black and Minority Ethnic (BME) backgrounds. We are a registered UK wide not-for-profit organisation that encourages people of black and minority ethnicity to study engineering, support those who aspire to be successful engineers, promote engineering in the schools and promote diversity in the workforce. Our ethos is to promote a more inclusive workforce and we champion an increase of women of all ethnicities studying and working in engineering. Over 47% of participants in AFBE-UK’s programmes are female with an executive and advisory board made up of 50% male and female. We also advise organisations on how to promote diversity in industry and create healthy, inclusive and sustainable environments where all communities can thrive. Our objective is to increase the engineering talent available in the UK and to drive economic growth through engineering. AFBE-UK is not exclusive to people from a particular ethnic origin, however it focuses on people that have and share the experience and interest in inspiring people of BME origin in our communities. [https://afbe.org.uk/](https://afbe.org.uk/)

The Employers Network for Equality & Inclusion (enei) is the UK’s leading employer network covering all aspects of equality and inclusion issues in the workplace. We work in partnership with our members and clients to achieve and promote best practice in equality and inclusion. We focus on delivering high quality practical advice, products and services, which are aligned with our four strategic priorities: Excellence in D&I Practice, Global D&I Culture, Inclusive Leadership, and Unconscious Bias. enei has more than 320 members, covering more than 3.5 million employees. [https://www.enei.org.uk/](https://www.enei.org.uk/)

Business Disability Forum is a not-for-profit member organisation that makes it easier and more rewarding to do business with and employ disabled people. By providing pragmatic support, sharing expertise, giving advice, providing training and facilitating networking opportunities, we help organisations to become fully accessible to disabled customers and employees. Ultimately, our aim is to transform the life chances – and experience – of disabled people as employees and consumers. We have more than twenty years’ experience of working with public and private sector organisations, formerly as the Employers’ Forum on Disability, where we were instrumental in lobbying for an creating the first meaningful disability legislation in the UK in the shape of the Disability Discrimination Act. Our 300 members now employ around 15% of the UK workforce and range from FTSE 100 companies and central Government departments to transport providers, construction companies, retailers, higher education providers and public services. We also work closely with Government to shape disability policy and to feedback what works – what doesn’t – from our members and partners. We also work with a range of technology and engineering companies to increase representation of disabled people in these sectors. Our Technology Taskforce in particular works to improve digital accessibility in organisations in order to further enable disabled people to participate in the workforce. [https://businessdisabilityforum.org.uk/](https://businessdisabilityforum.org.uk/)

EngineeringUK is a not-for-profit organisation, which works in partnership with the engineering community to promote the vital role of engineers and engineering and to inspire tomorrow’s engineers. We work with a wide range of partners to deliver engaging careers activity that challenges outdated perceptions of the industry and showcases the real jobs and careers available to people with the right qualifications. We underpin this activity with incisive research that paints a clear picture of the state of UK engineering and the impact of inspiring outreach activity. Our ambition is to reach 1m young people a year with inspiring engineering engagements. Engineering makes a significant contribution to the economy, to employment and to society as a whole. However, given the demand for engineers outstrips supply, more needs to be done to showcase the range of career opportunities available in 21st century engineering. We need more young people to understand the importance of continuing to study maths and science – the subjects they’ll need to pursue a STEM (science, technology, engineering and maths) career. Through Tomorrow’s Engineers, the annual Big Bang Fair, The Big Bang Competition and the Big Bang Near Me Fairs which take place across the UK throughout the year, we’re showing young people from all backgrounds how their studies could lead to a rewarding career as a STEM professional. [https://www.engineeringuk.com/](https://www.engineeringuk.com/)

Register online at [www.theiet.org/diversity](http://www.theiet.org/diversity)
Prospect is a union representing 50,000 STEM professionals, managers and specialists. Prospect champions good work – our aim is for everyone to have the opportunity to do work that is enjoyable, stretching and fulfilling. Yet engineering and technology skills are thin on the ground at a time when Britain needs more good jobs in high performing workplaces, to rebalance the economy and sustain fairer and stronger growth. These challenges will not be resolved unless we use all of the talent pool. We play our part in supporting women throughout their STEM careers, from school to retirement via career breaks and re-entry. Prospect promotes positive role models and provides workshops on unconscious bias. We provide career and mentoring support for women at work as well as collaborating with employers and professional bodies to remove or reduce barriers to career progression, making sure that positive policies translate into good practice. We provide a range of training programmes and workshops, including on neurodiversity and BAME leadership. Prospect promotes good practice so that employers can reap the benefits of a modern, flexible approach to securing and managing a talent-rich diverse workforce. https://www.prospect.org.uk/at-work/index

The Royal Academy of Engineering, as the UK’s national academy for engineering, brings together the most successful and talented engineers for a shared purpose: to advance and promote excellence in engineering. We have three strategic aims: Provide insight to remove barriers to diversity and inclusion; Engage in partnerships to remove barriers to diversity and inclusion; Deliver impact through communications. Diversity and Inclusion Programme Strategy 2016–2020: For the past seven years we have been delivering a programme to increase diversity and inclusion across the engineering profession. At the heart of the programme is an ambition to not only increase the representation of women, ethnic minority groups, younger and older people, disabled people, lesbian, gay, bisexual and transgender people; but also to create more inclusive cultures where all engineers thrive. Vision: an inclusive engineering profession that inspires attracts and retains people from diverse backgrounds and reflects UK society. Mission: lead the engineering profession to challenge the status quo, stimulate cultural change and improve diversity and inclusion. Strategic aims: challenge the status quo; demonstrate leadership; sustain and extend current relationships; communicate and consult; and publicise success measures and benchmarks. We work collaboratively with over 60 engineering employers and all 35 professional engineering institutions to facilitate a joined-up collaborative approach to making progress. diversityteam@raeng.org.uk

Science made simple has a passion for science and all things associated with it! We aim to share our enthusiasm by offering a selection of inspirational and educational experiences that are tailor-made for schools, festivals, adult audiences and the public. Our mission is to inspire the next generation of scientists and engineers, to engage the wider public with STEM (Science, technology, engineering and maths) as part of popular culture, and to strengthen the connection between researchers and the public. We do this by training professional science communicators for high quality science shows, through a variety of formats. These include live presentations, demonstrations, theatre techniques and other artistic means. We also develop educational materials and create accessible science articles and media for the public. http://www.sciencemadesimple.co.uk

Stonewall is renowned for its campaigning and lobbying. Some major successes include helping achieve the equalisation of the age of consent, lifting the ban on LGB people serving in the military, securing legislation which allowed same-sex couples to adopt and the repeal of Section 28. More recently, Stonewall has helped secure civil partnerships and same-sex marriage and ensured that the recent Equality Act protected lesbian, gay and bi people in terms of goods and services. Stonewall is a member of the Equality and Diversity Forum, a network of national organisations committed to progress on age, disability, gender, race, religion and belief and sexual orientation issues. http://www.stonewall.org.uk/

WISE enables and energises people in business, industry and education to increase the participation, contribution and success of women in science, technology, engineering and mathematics (STEM). WISE members inspire girls to choose maths, physics and computing. We help businesses to attract, retain, develop and progress female talent in their organisations. Our mission is for better gender balance in science, technology, engineering and mathematics, from the classroom to the boardroom. www.wisecampaign.org.uk

Register online at www.theiet.org/diversity