

Report on EDI SIG Inaugural Meeting 14 October 2020

Welcome & Introduction

Noorzaman Rashid, CEO, Chartered Institute of Ergonomics and Human Factors

Noorzaman welcomed the audience to the PARN launch event for the new Special Interest Group focused on Equality, Diversity & Inclusion. The purpose of the Group is to provide opportunities for PARN members and non-members to share knowledge and information about specific issues to help address equality, diversity, and inclusion challenges within our membership organisations. We want to learn about the context of why these issues exist to help inform solutions ensuring that they are relevant to our specific needs.

Further details on joining the EDI SIG can be found in the Membership Brochure here: <https://bit.ly/3k2spDy>

Black Lives Matter has inspired and nudged many professional membership bodies into re-looking at, and questioning what they are doing with particular reference to race equality.

The following information is intended to complement the content of the event, a recording of which can be found on our [website](#).

D&I Progression Framework

Monica Stancu, Head of Diversity and Inclusion at the Royal Academy of Engineering

Monica presented on how membership bodies have been addressing issues using the [Progression Framework](#) designed by RAEng and Science Council.

Monica's presentation can be downloaded here; <https://bit.ly/3j45jLo>

Additional Resources

- Diversity data guidelines: <https://www.raeng.org.uk/publications/other/diversity-monitoring-guidelines-final-logo>
- Diversity data recording https://www.youtube.com/watch?v=n_L1rI5IO5Q&feature=youtu.be&dm_i=4S2S,CKJ7,2J4B21,1EXIZ,1

Questions

1. Most companies are working from home and events have all gone virtual. Do you have any further ideas on how we continue to promote ED&I in a virtual world? *Liam Chamberlain*

A. That is a good question and something that the Academy is also looking into for our own internal purposes. We have put together a few tips and I am happy to share a few more detailed external resources that I came across online.

2. Please can you send the link to the open resources on the last slide? *Danielle Goodrick*

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

3. Could you share the diversity form template? *Marian Dougan*

A. I am happy to share the diversity form that the Academy developed as well as the form that the Royal Society of Chemistry developed; <https://parnglobal.com/common/Uploaded%20files/RSC%20Diversity%20Data%20Collection%20Template.pdf>

4. Is the framework only for professional bodies or can members also use it in their organisations too? *Danielle Goodrick*

5. The final slide showed some useful looking resources in the MEMBERS area of the RAEng website. How do us non-engineer participants access these? *Carl Stonier*

6. Is this being rolled out as a module for emerging practitioners, so that we can use this to change and grow the inclusive mindset for future designers and engineers? *Suresh Paul*

7. I like the point Monica made about the importance of capturing qualitative information to complement quantitative data. Does the framework talk about how best to capture personal testimonies/lived experiences of people from marginalised groups, to really bring to light the types of challenges and obstacles they may have faced/still face? *Courtney Grant*

Panel Discussion with the EDI SIG Steering Group, Chaired by Noorzaman Rashid

Mary Aluko, Company Secretary, Chartered Housing Institute

Paul Murtagh, Business Processes Manager, Education and Training Foundation

Sarah Beacock, CEO, Nuclear Institute

Noorzaman asked Sarah Beacock; The Nuclear Institute has been using the Progression Framework. Can you share your experience with us?

Sarah explained they are a small membership body and haven't done much work in this area before so it was useful for them to use the Progression Framework as a tool, as it was specifically made for membership bodies.

Download Sarah's Presentation here; <https://bit.ly/3nXYP4s>

Questions for Sarah

1. What diversity data do you collect? *Sue Stevens*

A. You can see all the questions here <https://www.surveymonkey.com/r/7DJT3WK>

2. Thanks for the survey link, Sarah. Would it be ok for us (Institute of Translation and Interpreting) to use it as a basis for one of our own? *Marian Dougan*

A. No problem, it's drawn from the RAEng one and we tailored it a bit with advice from our members

3. We are a small membership organisation, with, I believe, a very open and accessible approach, but we have very few black members, making me wonder about unconscious bias and how we can identify this, if it is present. *Carl Stonier*

A. I would advise approaching your minority members directly to get their views. It might surprise you that you're not seen as open and accessible as you thought! You need to welcome members to challenge you on this.

4. Capturing diversity data is obviously key. Do you see a continuous improvement in disclosure rates over time or is there a 'ceiling' beyond which it's difficult to progress? What's the best way to nudge people to disclose? *Caspar Bartington*

A. We discussed this at length and decided it was going to be nearly impossible to get full data - just emphasise how important it is.

Comments

- Thank you for being such a good ambassador for the framework, Sarah! *Monica Stancu*
- This is really helpful, good to have a well-structured and methodical approach to follow as it's easy to get blown off course with some of the emotion behind these issues, on all sides. *Lizzie Lockett*
- Thanks for sharing that Sarah, really helpful. *Oliver Smith*

Noorzaman asked Mary Aluko; Mary you have plenty of experience of handling EDI issues in large complex organisations. In what ways can organisations begin to win support from leaders?

Mary suggested organisations and leaders need to tackle issues with great honesty; they need to do an honest self assessment to be clear about what their starting point is, what resources are available and what does success look like for them. They need to have more understanding of the evidence of the benefits of having diversity, and leaders need to engage more with diversity data. She suggests looking at it from a holistic perspective in order to be authentic; it's a collective ownership within an organisation to take forward EDI issues and tackling the issues is rewarding. She also suggested that organisations should avoid tokenism as it's easy to be called out.

Comments & Questions

- Great points Mary. *Andrew Strowger*
- If we are to avoid tokenism then we need to start with the next generation- does the framework need an educational element drawbridge down? *Suresh Paul*
- I think the challenge is to encourage people to see that diversity strengthens an organisation, rather than just seeing it just as addressing something inherently unfair (although, of course, the latter is critical too!) *Helen Vosper*

Noorzaman asked Paul Murtagh; The Education and Training Foundation has grown from 70 to 130 staff very rapidly. How will you ensure that EDI is part of your ongoing work and not an add on?

Paul explained that they won a large government contract in January and that has caused the increase in staff. Their original 3 year EDI Strategy was written in 2017 and is coming to an end this year so this is an opportunity for them to start over with a new strategy which aims to embed EDI into structure and framework of their organisation. By recognising the scope and ensuring they understand the full range of EDI, including gender, ethnicity, disability, age, wellbeing etc. They can then embed it into all aspects of their organisational activity, such as staff recruitment, accessibility & content to trainers, and in their membership offer. It's also in their branding, requirements of external suppliers and at events.

Additional Questions

1. Does anyone have advice on addressing social mobility? Organisations with a sizeable international membership can, on the face of it, look ethnically diverse but often don't have many members who are British from a BAME background. *Sue Stevens*

2. We always talk about inclusion but I find it really difficult to understand the areas of exclusion? What are the root causes, what is systematic discrimination, why are deprived areas under social mobility facing more deprivation? *Nasir Ahmed Khan*

3. Any good examples of EDI surveys that I can adapt, rather than reinventing the wheel? Please send to jan.ellis@theecd.net. *Jan Ellis*

Feedback

- Thank you all, that has been really useful! *Lizzie Lockett*
- Thank you all, Very useful. *Shelagh Doonan*
- Thank you all. *OI*
- Thank you! *Vanessa Plaister*
- Thank you! *Phil Underwood*
- Thank you, really interesting session. *Jo Cox*
- Thanks! *Jane Higgs*
- Thank you. *Paul Bennett*
- Thanks all. *Ella-Mae Hubbard*
- Thank you. *Yolanda Ayllon*
- Many thanks - excellent discussion - a big help for our journey for the RPS. *Andy Golding*
- Very useful – thanks. *Sukhjit Grewal*
- Thought-provoking - thanks to all. *Jon Berman*

Equality, diversity and inclusion SIG 14th October 2020

Delegate List

Delegate	Organisation
Dr Kion Ahadi	The Law Society
Mr Marcus Andrews	Association of Graduate Careers Advisory Services
Mr Chris Avis	Chartered Institute of Ergonomics and Human Factors
Ms Yolanda Ayllon	Society for Endocrinology
Ros Barron	The Chartered Quality Institute
Mr Caspar Bartington	Association for Project Management
Ms Sarah Beacock	Nuclear Institute
Ms Suzanne Beard	Energy Institute
Mr Paul Bennett	Royal Pharmaceutical Society
Mr Jonathan Berman	Chartered Institute of Ergonomics and Human Factors
Alessandra Biella	Chartered College of Teaching
Miss Freya Bottomley	The National Counselling Society
Ms. Sally Brett	The Law Society
Khadiée Campbell	Resolution - First for Family Law
Dr Fiona Cayzer	BAE Systems
Liam Chamberlain	Institution of Gas Engineers and Managers
Mr Andrew Close	Royal Town Planning Institute
Ms Alana Collis	Institution of Chemical Engineers
Joanne Cox	Law Society of England and Wales
Dr Shelagh Doonan	Association for Management Education and Development
Marian Dougan	Institute of Translation and Interpreting
Miss Chloe Duxbury	Association of University Administrators
Ms Claire Easterman	Resolution - First for Family Law
Nicola Ebdon	Chartered Society of Physiotherapy

Mr Byron Edwards	Chartered Institute of Ergonomics and Human Factors
Ms Jan Ellis	Career Development Institute
Miss Katherine Elworthy	British Institute of Interior Design
Mr Graham Farrant	Social Research Association
Mr Martin Fishman	Chartered Banker Institute
Miss Grace Gardiner	British Association for Counselling and Psychotherapy
Mr Andrew John Golding	Royal Photographic Society
David Golightly	Chartered Institute of Ergonomics and Human Factors
Mrs Danielle Goodrick	Chartered Institute of Procurement and Supply
Courtney Grant	Chartered Institute of Ergonomics and Human Factors
Mr Sukhjit Grewal	Chartered Institute of Public Relations
Ms Jenna Lousie Griffin	BCS - The Chartered Institute for IT
Lloyd Grosse	Pointsbuild Pty Limited
Mrs Caroline Gumble	The Chartered Institute of Building
Mrs Debrah Harding	Market Research Society
Ms K Hawkins	
Ms Sally Hayns	Chartered Institute of Ecology and Environmental Management
Dr Jo Hellawell	The Palaeontological Association
Miss Jane Higgs	CIEHF
Professor Sue Hignett	Chartered Institute of Ergonomics and Human Factors
Ms Katie Holt	Chartered Institution of Civil Engineering Surveyors
Mrs joanna Horton	IMechE
Mr Simon Howard	Architects Registration Board
Dr Ella-Mae Hubbard	Chartered Institute of Ergonomics and Human Factors
Claire Luckhurst	Chartered Institute of Loss Adjusters
Ms. Blathain Iqbal	Society of Trust and Estate Practitioners
Fran Ives	West Midlands Academic Health Science Network

Ms. Rebecca Johnson	CIPS
Mr Numaan Kala	Chartered Institute of Ergonomics and Human Factors
Mrs Suky Kaur	BACP
Miss Katie Kearney	General Teaching Council for Scotland
Nasir Khan	Chartered Institution of Civil Engineering Surveyors
Mrs Alexandra Llewellyn	Chartered Institute for Archaeologists
Ms Lizzie Lockett	Royal College of Veterinary Surgeons
Professor Bob MacKenzie	The Association for Management Education and Development (AMED)
Ms Sarah Manuel	Society of Trust and Estate Practitioners
Qasim Masood	Nautical Institute
Ms Rosemary Mathews	Association for Project Management
Ms Kirsten Mavor	Institute and Faculty of Actuaries
Mrs Eva McClean	Institute of Physics and Engineering in Medicine
Ms Bella Mehta	Association of Facilitators
Ms Pearl Mensah	Royal Aeronautical Society
Ms Lesley Mitchell	Royal Town Planning Institute
Mr Keith Moffitt	Chartered Institute of Linguists
Daniel Moir	Society of Operations Engineers
Miss Lucy Moore	Sport England
Mr Paul Murtagh	Society for Education & Training (Education & Training Foundation)
Mr Nick Pahl	Society of Occupational Medicine
Dr Suresh Paul	Royal Academy of Engineering
Mrs Sue Percy	Chartered Institution of Highways and Transportation
Ms Emma Persand	Society of Occupational Medicine
Vanessa Plaister	Chartered Institute of Editing and Proofreading
Mr Adam Pollard	British Association for Counselling and Psychotherapy
Mr Chris Stuart Ramsden	Chartered Society of Designers

Ms Julia Scott	British Association and Royal College of Occupational Therapists
Ms Joanne Smith	Institute of Hospitality
Mr Oliver Smith	British Society for Haematology
Dr Joseph Smyth	WMG, University of Warwick
Dr Catherine Souch	Royal Geographical Society - London
Ms Pamela Stevens	Society of Homeopaths
Ms Sue Stevens	Chartered Institution of Highways and Transportation
Alison Stokes	Institute of Chartered Accountants in England and Wales
Dr Chrissy Stokes	Physiological Society
Dr Carl Stonier	EFTInternational
Mr. Andrew James Strowger	ACCA Ireland
Ms Laura Udakis	Society for Endocrinology
Mr Phil Underwood	Society for the Environment
Ms Emily Vincett	Chartered Institute for Securities and Investment
Kristina Virkolich	Institution of Mechanical Engineers
Dr Helen Vosper	Robert Gordon University
Ms Sinead Whelan	The Organisation for Professionals in Regulatory Affairs
Ms Catherine Whitmore	memcom
Mags Wiley	Royal Statistical Society
Ms Tina Worthy	Chartered Institute of Ergonomics and Human Factors
Mary Aluko	Chartered Institute of Housing
Noorzaman Rashid	Chartered Institute of Ergonomics and Human Factors
Lily Roff	Professional Associations Research Network
Harriet Mortimer	Professional Associations Research Network
Monica Stancu	Royal Academy of Engineering