

CAETS Diversity & Inclusion Working Group

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Diversity and Inclusion Working Group

Purpose: To share best practice among Academies in embedding diversity and inclusion in their Fellowships and activities, and to think of the role CAETS can play in disseminating best practice among Academies.

Initial meeting was held on Thursday 8 October, bringing together 9 academies in two groups (Oceania, Asia, Africa and Europe plus the Americas).

Key messages

- Making the Fellowship more reflective of the engineering community is a key concern for all participating Academies. Gender diversity is a common challenge globally; the challenge of ethnic diversity is expressed differently in different countries, and involves social, economical and cultural factors. Improving age profile of Fellows is also a priority in some countries.
- Many academies have targets for female fellows, most with aspirations to reflect proportion of female engineers nationally - but some with ambitions to go higher.
- Involves choices between changing the system and changing behaviour within the system - the latter is more difficult but often more lasting
- Very visible role models and recognition of people “where they are” is vital in improving engagement with under -represented groups.
- Leadership and modelling behaviour from the top is extremely important.

Next Steps

- It was agreed a learning group would be created among Fellows and staff whose role was significantly focused on diversity and inclusion.
- An online resource will be created for data, reports and training materials from those Academies who had developed work in this area for dissemination among other academies.
- We are open to making space for other learning arrangements – e.g. 1:1 buddying sessions on specific issues of bilateral interest.
- Three future meetings would be held to share more in depth learning on D&I in Fellows, D&I in programmes, and building inclusive cultures.