

CAETS D&I Working Group

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Report to CAETS Council
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www.raeng.org.uk



Agenda

Overview

Purpose

Recap & progress

Future directions & next steps

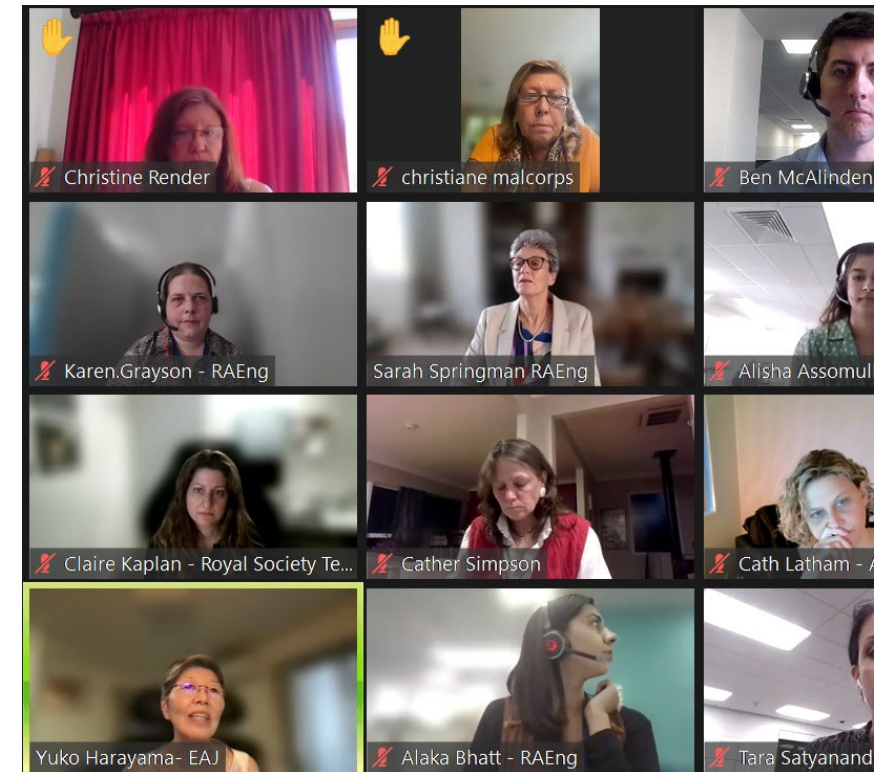
Asks for the CAETS community

Overview

The Diversity and Inclusion (D&I) working group is Chaired by Professor Rachel Oliver FREng. Professor Oliver is also Chair of RAEng's Diversity and Inclusion Committee, resulting in her having up to date insights into the opportunities and challenges surrounding D&I for engineering academics.

The group has slowly evolved into a community of practice, with Academy presentations becoming more common over the past year.

Meeting topics are determined by survey data, and feedback from members.



Overview – members

- Academia Nacional de Ingenieria, **Argentina**
- Academy of Engineering of Poland, **Poland**
- Australian Academy of Technology and Engineering, **Australia**
- Chinese Academy of Engineering, **China**
- Danish Academy of Technical Sciences, **Denmark**
- Engineering Academy of Japan, **Japan**
- Indian National Academy of Engineering, **India**
- Irish Academy of Engineering, **Ireland**
- National Academy of Technologies of France, **France**
- Netherlands Academy of Engineering, **Netherlands**
- Nigerian Academy of Engineering, **Nigeria**
- Royal Academy of Engineering, **UK**
- Royal Society Te Aparangi, **New Zealand**
- Royal Swedish Academy of Engineering Sciences, **Sweden**
- Singapore Academy of Engineering, **Singapore**
- South African Academy of Engineering, **South Africa**

Purpose

Forum for academies to **exchange on D&I issues** they are facing, **share best practice** in embedding D&I and explore the **role of CAETS** in improving D&I in engineering.



Recap and progress

Recent working group meetings:

April – **Global shift in diversity and inclusion:**

- Professor Sushmita Mitra from the Indian National Academy of Engineering (INAE) presented on INAE initiatives in the Fellowship and young association selection process.
- Members discussed the global shift in D&I and how it has impacted their academies.

July – **D&I initiatives:**

- Professor Yoko Nameki, Chair of the Gender Committee of the Engineering Academy of Japan (EAJ) presented on EAJ initiatives surrounding D&I.
- Members split into breakout rooms and discussed initiatives taking place in their own academies.

September – **Celebrating diversity in Australasia:**

- Inclusive events toolkit launches
- Professor Chamindie Punyadeera (ATSE) presented on Aboriginal and Torres Strait Islander representation and reconciliation actions at CAETS
- Professor Anthony Hōete FRSNZ presented on demonstrating D&I within the RSNZ.

Launch of the inclusive events toolkit

This toolkit was created to enable other academies to consider questions surrounding inclusivity when hosting events, without having to spend hours researching.

Our previous working group session at the CAETS Conference in Finland asked for feedback on a draft. The working group came up with a definition and the structure, and key elements that should be included.



Future directions

Raising the profile of the D&I working group within CAETS

- Ensuring new fellows are aware of the working group / improving the public relations
- Increasing CAETS academy membership, engagement, and participation with this working group

Exploring future topics and activities:

- Positive feedback on the D&I toolkit and suggestion to produce further resources and evolve the D&I toolkit
- Increasing diversity in Academy membership
- Funding for D&I: A discussion on the skills and arguments to frame D&I needs to funders
- Exploring challenges across the STEM pipeline
- Advice and support for Academies facing D&I challenges

Next steps

Aiming to hold meetings four times a year – the next meeting before the close of 2025.

First 'guide' created: inclusive events toolkit launched in working group meeting today. Success will be accessed through feedback from members – the group plans to evolve this resource and create others.

D&I 2025 survey to come out later this year. Providing feedback on D&I focus areas for member academies

Next online meeting to focus on diversifying the Fellowship/Membership.

A plan to increase diversity of presentations inviting industry or academic experts to share their experiences in their countries.

Asks for the CAETS community:

- Communications Committee to help promote the inclusive events toolkit with CAETS member academies.
- Provide any feedback on the inclusive events toolkit to enable its evolution.
- Engagement with the 2025-6 survey.
- Promote and engage the D&I working group to your members.
- We welcome suggestions for presentation and future topic ideas.
- Listening, engaging, learning – has been a theme of this group!

Thank you

