

## Diversity Roundtable – 25<sup>th</sup> October 2018

On the 25<sup>th</sup> October 2018 Knowledge Quarter partners convened to discuss the topic of ‘staff diversity’ and share current practice in this area. The roundtable started with an introduction from the Alan Turing Institute and their current measures relating to staff diversity including their role as an [Athena SWAN](#) member. Gill Thomas, Senior Manager of Diversity and Inclusion at the Royal Academy of Engineering, then presented their Diversity and Inclusion toolkit, Inclusive Recruitment Toolkit and summarised key research the Academy have undertaken in regards to Diversity and Inclusion.

The Royal Academy of Engineering is undergoing constant research into Diversity and Inclusion – whether this be on the gender pay gap, inclusive recruitment or any other aspect of Diversity and Inclusion. Gill presented on a few research examples including that on Creating Cultures where all engineers thrive, which has 7,000 responses from engineers, which found that inclusion leads to not only individual benefits including a reported 80% increased motivation and 68% increased performance but also organisational benefits including individuals seeing a future for themselves in engineering.

The role of dedicated groups was also discussed including a leadership group, steering group and more as well as the importance of having clearly defined aims and outcomes. Having a vision, mission and strategic aims with both an internal and external focus will mean there is a clear message in regards to Diversity and Inclusion that is achievable; and allows framework to be created and implemented – such as the professional engineering institutions progression framework was explained – something that allows professional bodies to plan and assess their work on Diversity and Inclusion.

7 indicators engineers look for to assess the extent of inclusion



### EDI Networks at Wellcome

The focus on EDI networks at Wellcome was established as a priority area in 2017, however the networks themselves are very much self-starting based on a template. Networks include: LGBTQ+, Women of Wellcome, BAME, disability, working parents and carers – they all have a chair and committee members (voted for by elections) that decide on their mission as well as aims and values that will influence their work. These networks act as a safe space to bring people together and raise awareness of any issues relating to Diversity and Inclusion – all are inclusive whether an individual wants to be a member or an ally. The networks also act to carry out Reverse Diverse Mentoring where they are trained and then mentor members of the executive leadership team in regards to Diversity and Inclusion.

### Diversity and Inclusion at the Institute of Physics

The Institute of Physics (IOP) gave the example of their publication ‘What does a Physicist Look Like?’ – published every 4 years to provide quantitative data to measure Diversity and Inclusion in the field (collected from anonymous feedback from a large number of physicists). The IOP has a Diversity and Inclusion Committee that steers their work, and comment that executive leadership team commitment along with a realistic and long term timeframe is essential to

ensure the most effective measures are in place. Examples of their recent work was shared including the Juno gender equality scheme, their Carers' fund, teacher scholarships, LGBTQ+ physical sciences network, researcher mental health and more...

### Diversity and Inclusion at the Place

The Place has recently taken part in the Change Makers Programme, funded by Arts Council England, where a Change Maker is hired for 18 months to deliver projects specifically aimed at increasing the number of Black, Asian and Minority Ethnic people who engage with the Place, whether it be as audience members, staff, artists or students. Hakeem led three projects including a Festival of Hip Hop. A profile of the people applying for jobs was carried out through the use of recruitment clinics – identifying the barriers to applying for jobs and influencing future plans.

Three key areas were then discussed:

Gender Diversity in Regards to Events	Supporting Neurodiverse Staff	Mechanisms for receiving feedback on Diversity and Inclusion
<ul style="list-style-type: none"> <li>• Look at the event's speaker list and diversify</li> <li>• Make sure the environment is friendly and inclusive to both staff and visitors</li> <li>• Advertising – the language used and where</li> <li>• Getting data on those coming to events</li> <li>• Targeting particular organisations</li> <li>• ELT refusing to speak at all male events</li> <li>• Roles around Diversity and Inclusion – inclusive practice lead etc.</li> <li>• Wording – full time, part time, job fairs etc.</li> <li>• Infrastructure – data to make a change</li> <li>• Looking at the language used and the internal culture</li> <li>• An out of hours funding programme</li> <li>• Speakers Diversity Pledge – more information can be found <a href="#">here</a></li> </ul>	<ul style="list-style-type: none"> <li>• Mental health first aiders</li> <li>• Graduates – they arrive from a very catered for environment and so may know the best way to have their needs met – reverse mentoring</li> <li>• Physical workspace and tech               <ul style="list-style-type: none"> <li>○ The tech to ask for help</li> <li>○ A quiet environment space</li> </ul> </li> </ul> <p>Wellcome shared an example they do with recruitment:</p> <ul style="list-style-type: none"> <li>- Share the questions before the interview</li> <li>- Send photos of people interviewing</li> <li>- Send journey photos from the tube station to familiarise the journey</li> </ul>	<ul style="list-style-type: none"> <li>• Focus groups – inclusive teams – what is effective now</li> <li>• Documenting feedback</li> <li>• Having a steering group and consulting group</li> <li>• Staff surveys</li> <li>• Network feedback</li> <li>• Anonymous suggestions – both from the public and staff</li> <li>• Working groups</li> <li>• Having an internal action plan</li> </ul>
<p><b>Summary:</b> As with other aspects of Diversity and Inclusion having executive leadership team backing and involvement seem to be key – either through the creation of specific Diversity and Inclusion teams to combat these issues or signing up to programmes such as the Speakers Diversity Pledge that means they refuse to speak on panels that feature only one demographic group.</p>	<p><b>Summary:</b> The creation of a safe and accessible environment was discussed – either through a physical quiet space or through strategies such as those used by Wellcome.</p>	<p><b>Summary:</b> Anonymising feedback is deemed the most important way to get useful feedback in regards to Diversity and Inclusion – this may be through surveys. The creation of a focus/steering group to use this feedback is also recommended.</p>