



Royal Academy  
of Engineering

# CAETS D&I Working Group

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Report to CAETS Council

3 July 2024

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# Purpose

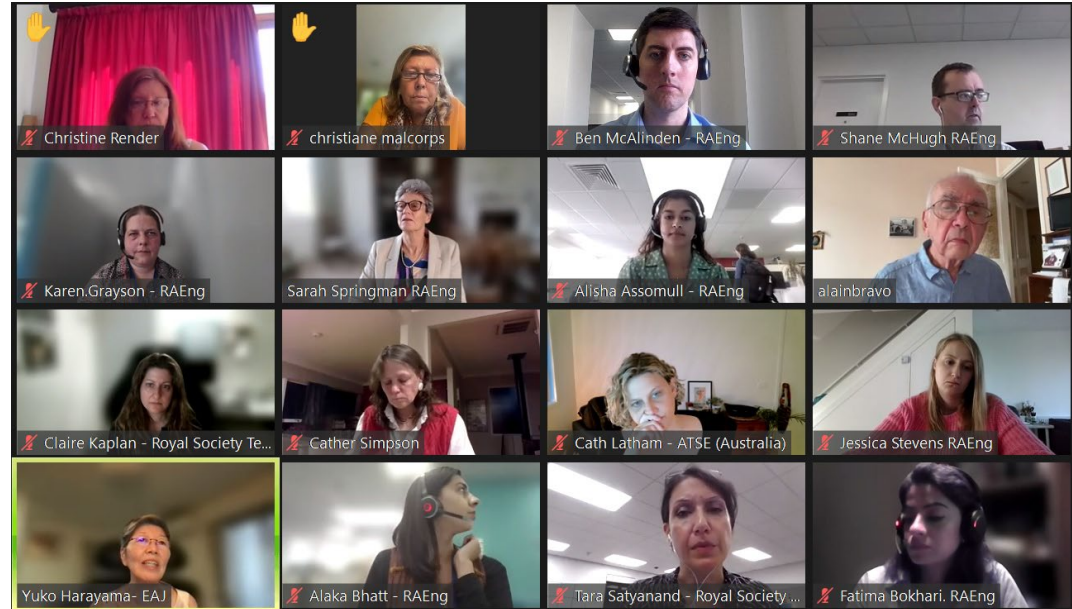


The working group has been reframed as a community of practice, sharing good practice and developing guidance and toolkits for use by all CAETS academies.

Currently chaired by RAEng, but open to other chairs or co-chairs.

# Activities in 23/24

- Inclusive Events toolkit
- D&I survey
- Database of CAETS D&I strategies, workplans, contacts



# Inclusive Events Discussion

- 9 April session on Inclusive Events, chaired by Professor Dawn Bonfield, 15 CAETS member academies attended.
- Presentations from RAEng and ATSE.
- The presentations stimulated discussions on what inclusive events are, and what is required for an event to feel inclusive.
- Agreement that a toolkit for inclusive events with a checklist for event managers would be valuable

# Inclusive Events toolkit- first draft

- First draft circulated and discussed at 1 July meeting.
- Looked at four dimensions of inclusivity for events:
  - Accessibility
  - Representation
  - Inclusive Language
  - Sustainability
- Recommendations made for event planning, during the event and follow up.
- Guidance summarized in checklist

## Feedback

- Working group gave excellent feedback:
    - Liked structure, focus on project management interventions, and inclusion of sustainability as an element of inclusivity.
    - Looked for a shorter, more graphical, more accessible document
    - More prioritisation, especially for Academies with lower resources
    - Case studies, from different types of events, different levels of resource.
- RAEng to work with the working group on next draft over coming months.

## Next steps

- Inclusive events toolkit to be circulated in coming months
- Request for annual CAETS D&I survey circulated after conference
- Database to be launched on CAETS website
- Potential community discussion channel
- Potential follow up toolkit on election of Fellows
- Currently chaired by RAEng, very open to other Academies to become involved as co-chairs or chairs, as community of practice model beds in.





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Thank you

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