

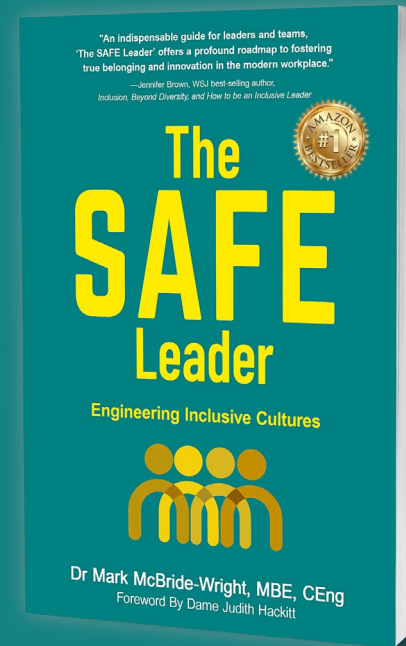
What Industry Needs

Creation of inclusive engineering and technology organisations by increasing the diversity of the workforce and improving stakeholder health and wellbeing

ACED Annual Conference

5th September 2024

Dr Stewart Eyres FRAS FHEA MInstP
Higher Education Lead at EqualEngineers



Our Impact

Impact Report



20+ University Partners
5 Cross-sector Networks
5,000+ Delegates at our events
80+ Companies worked with
47 Mentees
4,000 Hours of training delivered
6,000+ Engineers trained
1M+ Impressions

SAFE, inclusive, engineering

- Dr Mark McBride-Wright: chartered chemical engineer with a specialism in health and safety
- Co-founded LGBTQ+ network, InterEngineering in 2014
- Founded EqualEngineers in 2017
- Rooke Award 2022
- MBE in 2023
- Royal Academy of Engineering Visiting Professor at UCL Engineering



IChemE ADVANCING
CHEMICAL
ENGINEERING
WORLDWIDE

KBR



InterEngineering

Dec 2014 – Present

EqualEngineers

Jul 2017 - Present



InterEngineering

The EqualEngineers' LGBTQ+ Network



**Royal Academy
of Engineering**

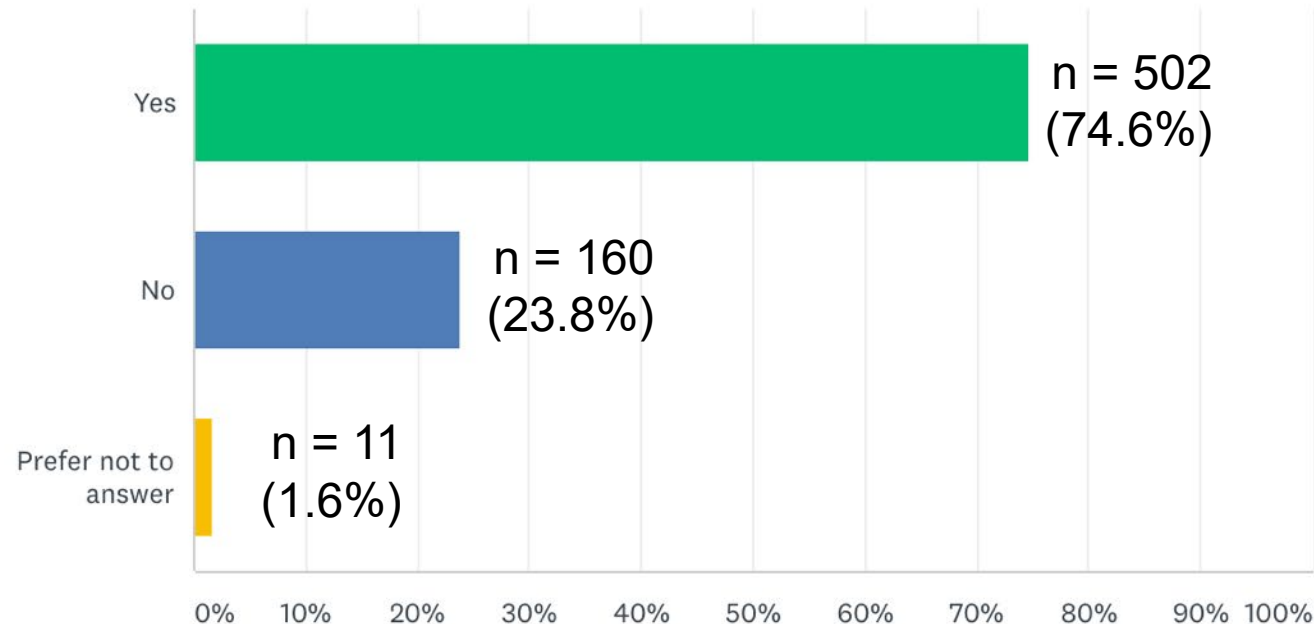
STUDY EXCERPT

Ref: Masculinity in Engineering Report, EqualEngineers,
McBride-Wright et al. October 2019

<http://bit.ly/EqEngMasculinityReport2019>

Do you know of colleagues who have experienced mental health issues?

Answered: 673 Skipped: 201



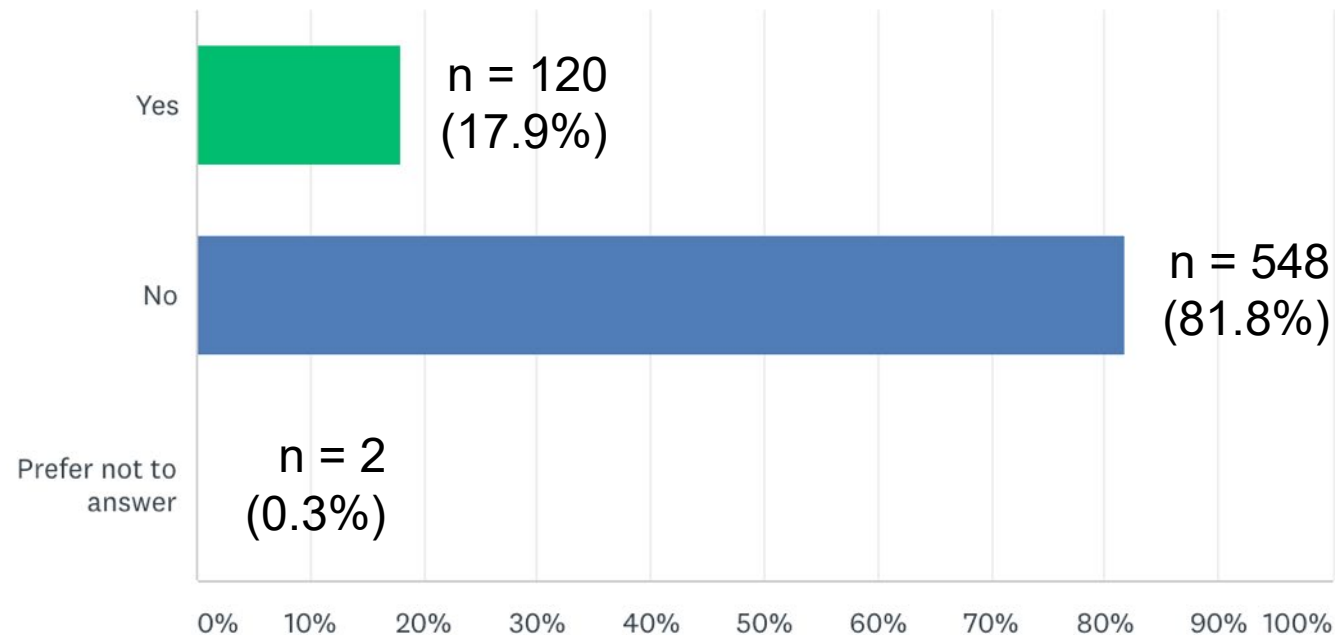
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Have you ever lost a work colleague to suicide?

Answered: 670 Skipped: 204



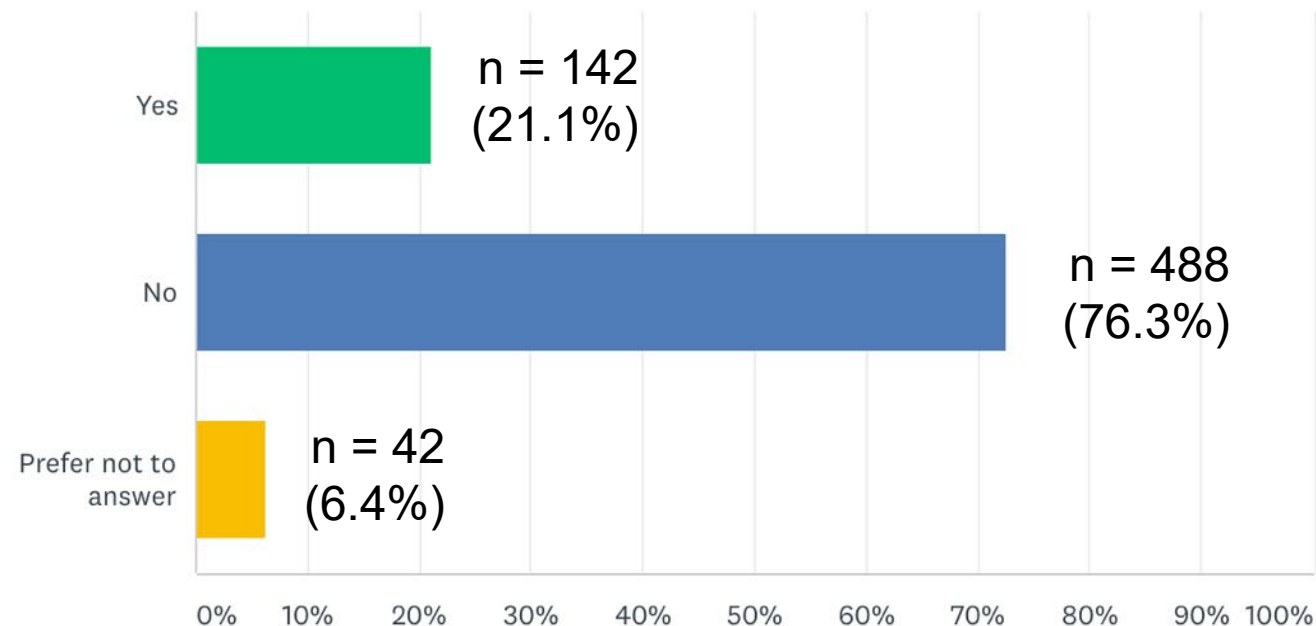
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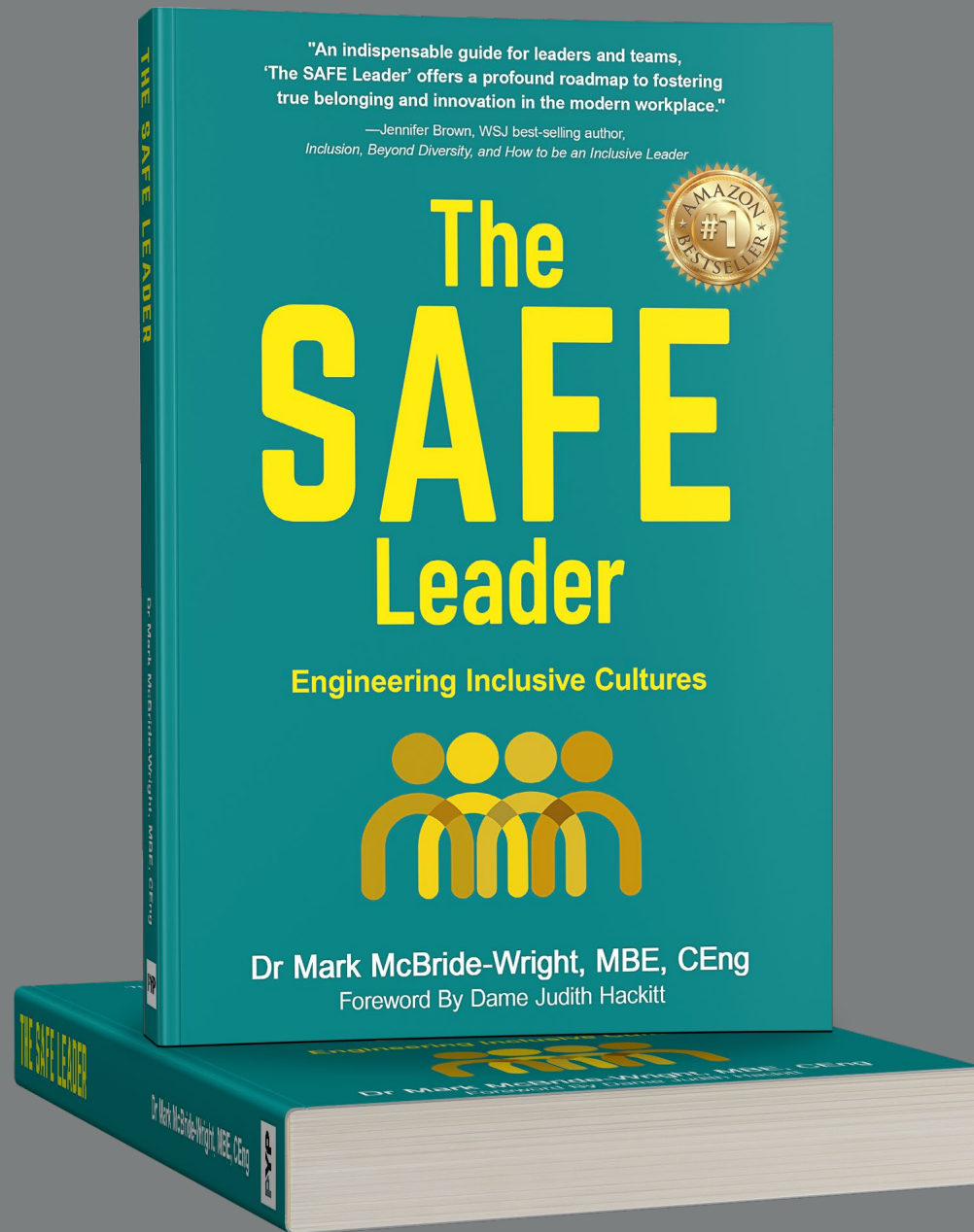
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Have you ever considered harming yourself or taking your own life?

Answered: 672 Skipped: 202





The SAFE Leader

SAFE Share
Act
Feel
Empower

WHAT IS DIVERSITY & INCLUSION?

slido.com #3842 183



“Diversity is a fact. Inclusion is an act.”

– Celeste Warren, VP Global Diversity & Inclusion at Merck

*Author of *How to be a Diversity & Inclusion Ambassador**

What They Need

- An environment that promotes psychological safety
- A place where diverse engineers belong and thrive
- Recruit and retain more engineers
 - Mentoring programmes
 - Training & Development
 - Inclusive Recruitment
 - Development of Strategy, Policy etc.
- Engineers who apply inclusive practices, can be the change
- Diversity in their engineering solutions and their work force

ARUP

Foster + Partners

NetworkRail

RED

A company of **TRACTEBEL**
ENGIE

**TAYLOR
WOODROW**

THANK YOU – QUESTIONS?



ACED Conference 2024

Ulster University, Belfast

2024

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