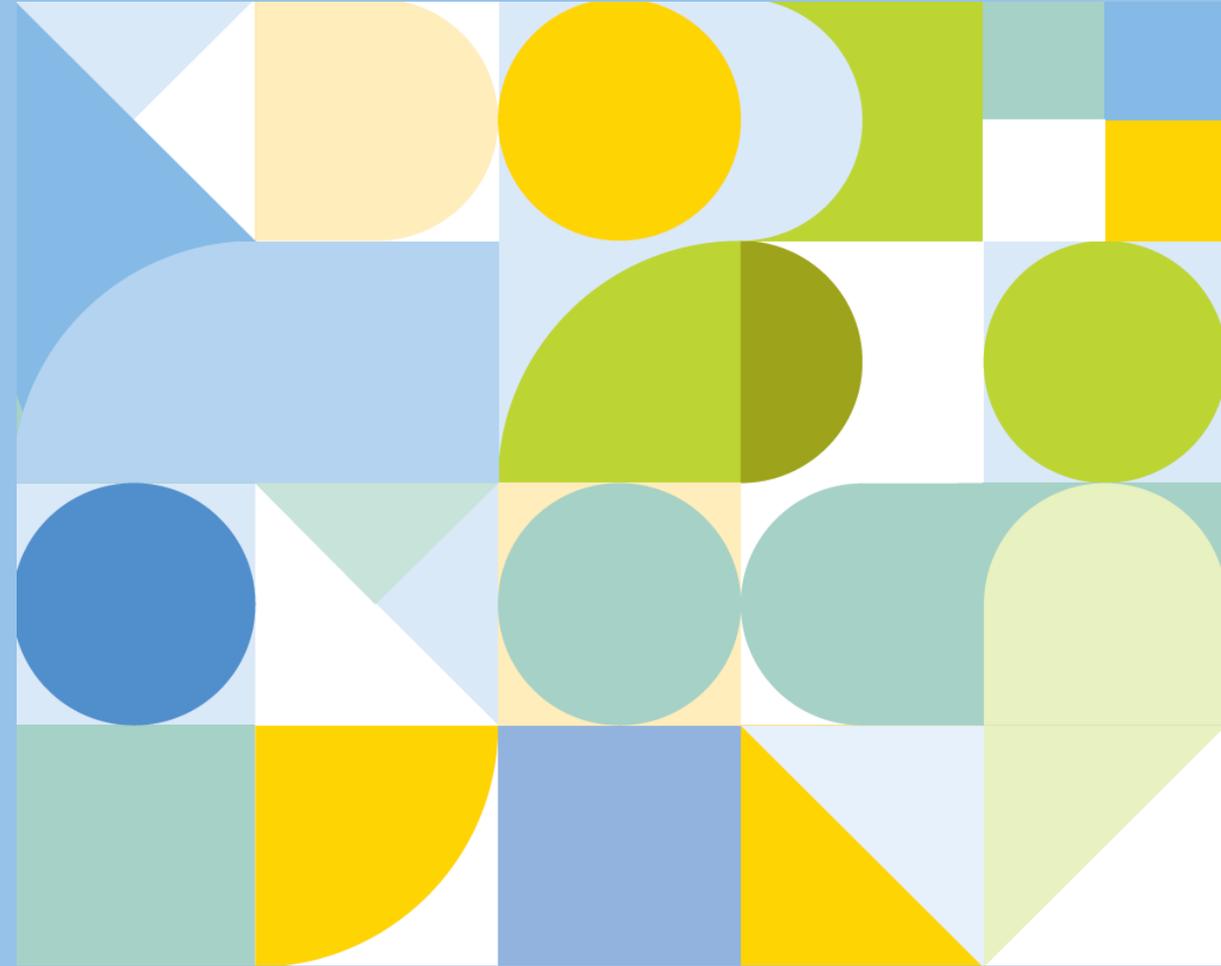


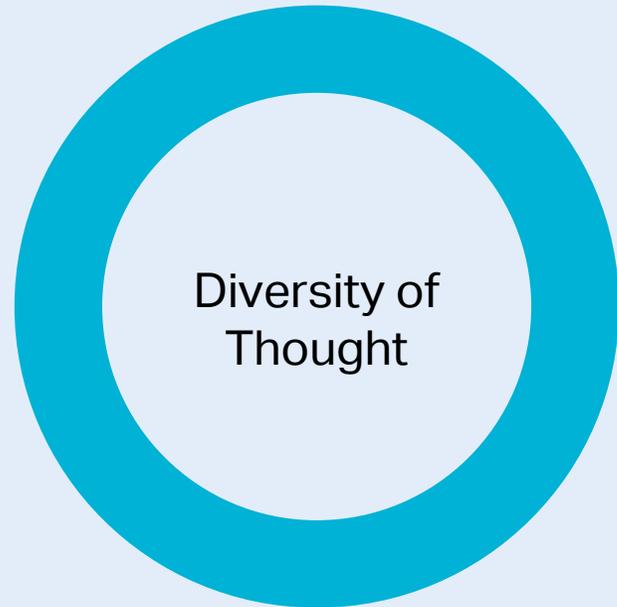
# D&I MOMENT

Institution of  
**MECHANICAL  
ENGINEERS**



Improving the world through engineering

# WHAT IS DIVERSITY AND INCLUSION AT IMECHE?



The right mix of voices

Every voice heard

**Diversity** is any dimension that can be used to **differentiate** groups and people from one another. It's about **respecting** and **appreciating** what makes each of us **different** in terms of **ethnicity, gender, nationality, age, disability, sexual orientation, education or religion.**

**Inclusion** is a sense of **belonging**. It means that all individuals and groups are culturally and socially accepted and valued and are **equally treated**, enabling us all to be **ourselves** in the workplace.



**In other words  
diversity is the mix and inclusion is making the mix work**



# WHY DIVERSITY AND INCLUSION MATTERS AT IMECHE?

## EMPLOYEE ENGAGEMENT

When people feel valued, safe to take risks and can be vulnerable in front of each other, this leads to employee retention and high-performing teams.

Source: Google, 2015

## BOTTOM LINE

Greater workforce diversity saw companies up to 35% more likely to have financial returns above their respective national industry medians.

Source: McKinsey, 2015

## COLLABORATION

We are a global charity and are dependent upon integrated working – this means working with people who don't always look and sound like you!

## INNOVATION

Embracing diversity of thought is a crucial enabler to our innovation strategy – we won't innovate if everyone thinks the same!

Source: Forbes, 2011

## MEMBERS (our clients)

A team with a member who shares a client's ethnicity is 152% more likely to understand that client, so we can be more responsive to our clients' needs.

Source: Deloitte, 2013



# POTENTIAL VULNERABLE MOMENTS.

Interviewers may use "**not a good fit**" to explain selection decisions that are **based on vague 'gut feeling'** – this often reflects **unconscious bias**

Not a good 'fit'

During meetings, certain voices may tend to **dominate**. It is important that all team members are given the **chance to share ideas, feedback and achievements**

The squeaky wheel

Whoever speaks first will **set the tone** of the meeting which can result in **unfair weighting** on a viewpoint and others being **influenced**

Speech bias and priming

Be aware of any **assumptions** you make about those on **different work arrangements** and always treat everyone **equally**

Strings attached



# THANK YOU.

Institution of  
**MECHANICAL  
ENGINEERS**

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