

Engineering an Inclusive Industry:
How Equality, Diversity and Inclusion Efforts
Can Transform the Engineering Sector

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Why does the Engineering industry need EDI?

This research explores how EDI can transform the engineering industry, by cultivating a **more innovative and inclusive industry** through improved diversity and EDI strategy.

Innovation & Inclusive Design

EDI can contribute to fostering higher levels of innovation and inclusivity in engineering.

A workforce with diverse identities and varied lived experiences can provide a multitude of different perspectives (Page, 2019).

The benefit of diversity for innovation is highlighted by a US survey which found that **diverse teams were awarded 121% more patent citations than more homogenous teams** (Royal Academy of Engineering, 2024).

A lack of inclusive design, such as in the case of male crash dummies used in car crash testing, can have dangerous consequences. We see this, **women are 47% more likely to be seriously injured in a car crash** (Criado-Perez, 2019).

Inclusive design also offers the economic opportunity to **multiply the market base up to 4x the original target group** (Royal Academy of Engineering, 2024).

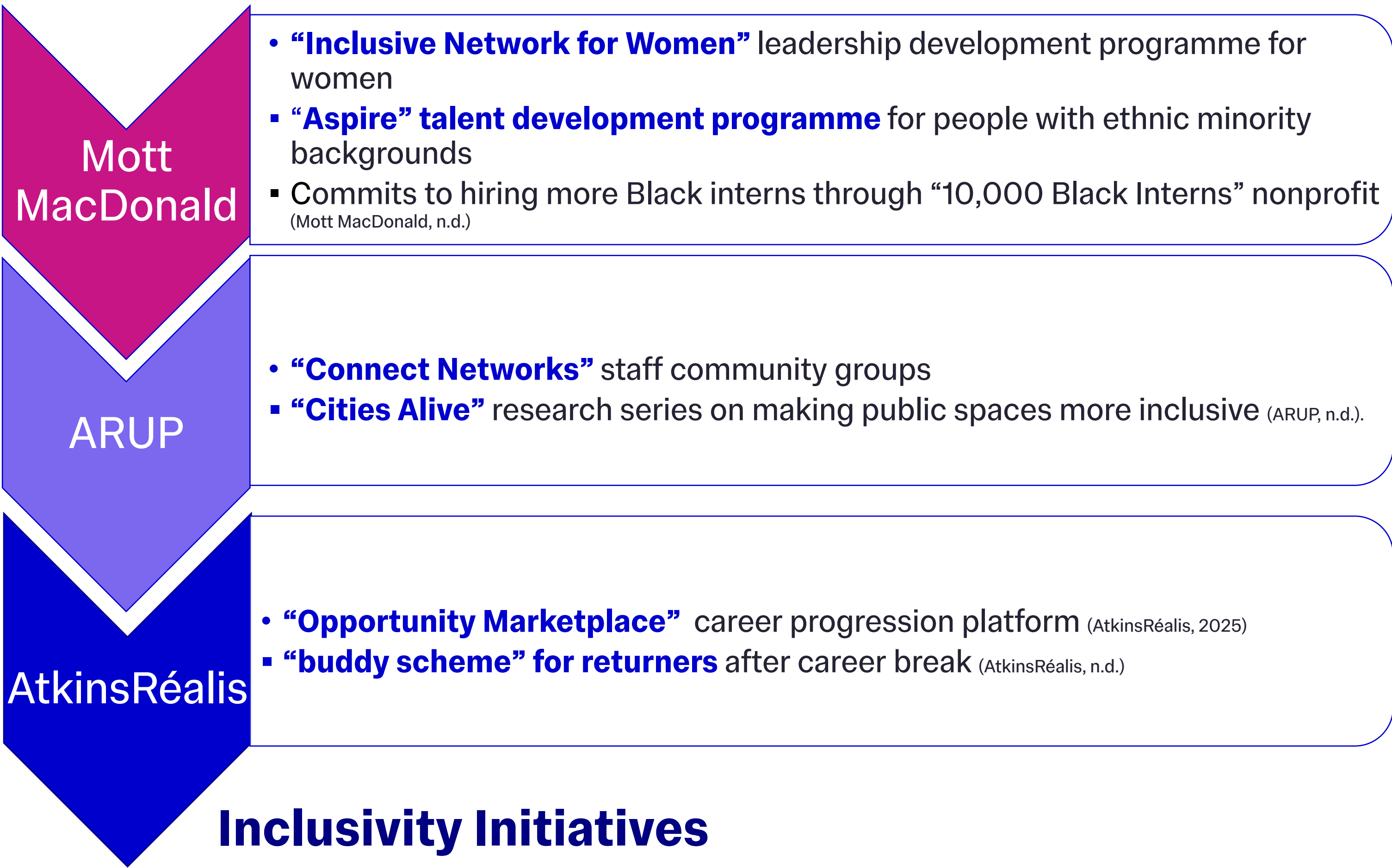
Talent Attraction

EDI attracts talent, with **81% of jobseekers in engineering considering EDI an important factor in career decisions** (Royal Academy of Engineering, 2024). Without EDI strategies, employers risk losing staff, evident in a 2022 study where **a lack of workplace flexibility and lack of health and wellbeing support were the top reasons for 26% of respondents quitting their jobs** (McKinsey & Company, 2022).

Competitive Edge

EDI also offers employers an advantage when competing for investment and project opportunities. **More than half of private equity firms collect gender diversity data and 40% collect ethnic diversity data of senior management** (McKinsey & Company, 2022). Major public sector engineering works increasingly prioritise diversity and inclusion. For example, **National Highway collects the diversity data of 70% of their key suppliers** (National Highways, n.d.).

Case studies: Current EDI Initiatives in Industry



Inclusive Job Advertisements	Inclusive Hiring Process	Staff Community Groups	Mentorship Programmes
• Making job advertisements inclusive and inviting to all applicants is vital to diversifying engineering. By using gender neutral terms, BT Group saw an increase of 300% more women applying to engineering roles (BT Group plc, 2022). • Language can also deter applicants, for example requesting candidates to “give 110%” can suggest a lack of work-life balance (Woods, Tharakan & Brown, 2021).	▪ Demonstrates employer’s commitment to addressing the candidate’s needs. ▪ Can be provided through flexible scheduling, offering necessary accommodations and avoiding delays in decisions (Woods, Tharakan &Brown, 2021).	• Offer a way for junior employees to increase “visibility, capability [and] promotability” (Rodriguez, 2021). ▪ Provide insights to help senior employees become more inclusive leaders. (Rodriguez, 2021). ▪ Provide unique market insights..	• Mentorship participants report that working with younger and older colleagues makes the workplace more “fun”, “creative” and “productive” (AARP, 2018). ▪ 90% of mentees valued “training or advice on job skills” as the most valuable aspect of mentorship (AARP, 2018).

Methodology

- Literature review of academic and industry research
- Research period of 6 weeks between July and September 2026

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