

IOM3 statement on Equity, Diversity & Inclusion

As the global network for the materials cycle, the Institute of Materials, Minerals & Mining (IOM3) is committed to creating a welcoming and safe environment for everyone who engages with us. We encourage and promote the participation of under-represented and minority groups in the engineering, environment and science professions.

1. Equity, Diversity and Inclusion (EDI) and IOM3

IOM3 is a professional engineering, environmental and scientific institution, governed by its Royal Charter and registered as a charity in England and Wales, and in Scotland.

Our activities promote and develop all aspects of the Materials Cycle, from exploration and extraction, to characterisation, processing and application, to product recycling, repurposing and reuse. IOM3 supports professionals in materials, minerals, mining and associated technical disciplines to become champions of the transition to a low-carbon, resilient and resource efficient society. We seek to be the best professional membership body we can be by providing modern, flexible services, quality technical content and value for money.

As well as being morally and legally the right thing to do, creating an equitable, diverse, and inclusive environment is important in modern organisations. Evidence shows that having people with different backgrounds and experiences makes it more likely that decisions will be soundly based and rational. Operating an inclusive environment also makes an employer more attractive to a wider section of society, increasing the pool of talented individuals that can be recruited.

IOM3 is committed to creating a welcoming, accessible and safe environment for everyone who engages with us as both a global professional membership body and an employer. We also aim to empower them to get the maximum benefit from their engagement with us, whatever their background.

We strive to embed EDI action in all our activities. As part of this, IOM3 is a participant in the Royal Academy of Engineering/Science Council Diversity and Inclusion Progression Framework.

This current document has three sections:

1. The first looks at what IOM3 does to celebrate and promote greater diversity and inclusion in our membership and similar activities.
2. The second considers the actions IOM3 is taking to support the wider materials, minerals and mining communities to do more on EDI.
3. The third covers the internal policies and practices within IOM3.

Equity – continuous fair treatment, access, equality of opportunity and advancement for everyone
Diversity – recognising, respecting and celebrating each other's differences.
Inclusion – an environment where everyone feels welcome and valued.

2. External – IOM3 Activities

a. Membership

As part of encouraging and promoting the participation of under-represented and minority groups in our sectors, IOM3 is committed to recruiting a diverse membership.

IOM3 has traditionally had a strong focus on promoting women and early career people within materials, minerals, and mining. Our Women in Materials, Minerals and Mining (WIM3) and our Student & Early Career (SEC) Groups have been established for a long time. Indeed, currently, our membership percentage for women is higher than many other Professional Engineering Institutions and our student and early career work is often used as inspiration by our global professional body partners. In addition, the geographical spread (over ninety countries) and the breadth of technical interests of our members is another important source of diversity in IOM3 activities.

Alongside SEC and WIM3, IOM3 has also established Member Networks for LGBTQ+ and allies (IOM3Pride); ethnic minorities and allies (Ethnic Minorities in Materials, Minerals & Mining (EMM3)); and those who are disabled (inc. physical, invisible and neurodivergent conditions) and allies (Able Different in Materials, Minerals & Mining (ADM3)).

To support and improve on the diversity of our membership, we will:

- Collect diversity data and use it statistically to identify any issues across our membership so that they can be addressed.
- Make reasonable adjustments as requested by individuals, for example, when being interviewed for professional qualifications.
- Re-launch our 'Women into Fellowship' campaign to encourage suitably-qualified professional women to become Fellows of IOM3.
- Support professional applications from our under-represented and minority groups on a case-by-case basis to accommodate any specific needs.
- Highlight and champion role models through the IOM3 Outstanding Contribution Award for EDI that recognises and celebrates an individual who has significantly contributed to and/or promoted equity, diversity and inclusion in IOM3, and the wider materials, minerals and mining communities.

Once our diversity data collection system is in place, we will monitor and report annually on the diversity of our membership.

We also wish to ensure our members themselves value and support EDI. All members of the Institute are required to abide by the IOM3 Code of Professional Conduct. This Code also meets the requirements of the Royal Charter, and of the bodies with which the Institute registers our members. The Code includes the requirement for IOM3 members to show due consideration and respect to colleagues and others they deal with in the course of their professional duties, in other words to respect the diversity of those with whom they interact.

b. Events

An important aspect of encouraging and promoting the participation of under-represented and minority groups in our sectors is to showcase diversity in our events. To support that, we ensure, where possible, that:

- Our conferences, events and speaker panels have diverse representation.
- When requested, we will aim for all conference material to be accessible for those who are disabled (physical, invisible or neurodivergent conditions).
- Conference and panel chairs encourage all voices to be heard equitably in debate.
- Attendees at our events adhere to our events code of conduct (<https://www.iom3.org/events-awards/iom3-events-code-of-conduct.html>)

We make reasonable adjustments to allow people to fully participate in our events such as conferences, training, etc.

IOM3 also organises events specifically aimed at promoting diversity and inclusion.

Once our diversity data collection system is in place, we will monitor and report on the diversity of our events.

c. Outreach

The outreach activity of IOM3 is a key element in our work to encourage and promote the participation of under-represented and minority groups in materials, minerals and mining. We engage with school children from all backgrounds, and our Education & Outreach Trust has particular funding available for schools with a higher proportion of disadvantaged pupils.

3. External – Sectors

As a professional body, we proactively promote a culture of equity, diversity and inclusion within our discipline. We make significant efforts to reach a wider audience to create a healthy dialogue regarding EDI, using IOM3 social media channels and member magazines. IOM3 shows its support for various national and global EDI events such as Black History Month, International Women’s Day and Pride via our social media channels, podcasts and articles. IOM3 also supports relevant events that promote EDI and provide opportunities for under-represented and minority groups in the engineering, environment and science professions, including with sponsorship and promotion.

The IOM3 *Materials World* magazine has invited conversations including on neurodiversity, LGBTQIA+ engineers, Women in STEM, Black Miners in the UK and more. It has also featured articles in relation to Black History Month, Pride, women in engineering and more. IOM3 and its groups are continuously looking for contributors to events, articles and other content to share their experiences of EDI in a wide range of areas within the industry.

When supporting collaborative research projects, we promote EDI explicitly as part of our contribution. In particular, we support the TransFIRE EDI work and help disseminate it to the wider audience.

In our work to influence policy makers and the public debate, we stress the value and importance of EDI in our contributions.

More generally, we work with partners¹ to promote greater EDI across the engineering, environment and science professions.

4. Internal

a. Governance

The IOM3 Bye-laws – a key part of our constitution – are now written in gender-neutral language.

The Chairs of our Member Networks (see above) are now also members of the IOM3 Advisory Council. This helps ensure that the voices of under-represented and minority members are heard at the top of the IOM3 governance structure.

Key active supporter and volunteer roles are now filled via open advertising to all members. This opens the opportunity up to a wider cross-section of members and has resulted in greater diversity of appointments. All candidates for such roles are also required as part of their application to include a statement on what they plan to do to if appointed to support members and promote EDI.

We now include positive EDI language in adverts for active supporter and volunteer roles along the lines of:

'Don't meet every requirement? Studies have shown that women, people of colour and those who are disabled (physical, invisible or neurodivergent conditions) are less likely to apply to jobs unless they meet every single qualification. IOM3 is a forward-looking, diverse and inclusive Institute, so if you're excited about this role but your past experience doesn't align perfectly with every qualification in the role description, we encourage you to apply anyway. You may just be the right candidate for this or other roles. Should you need reasonable adjustments, please do not hesitate to contact to us make suitable arrangements.'

The 22 Technical Communities of IOM3 represent the breadth, and diverse range, of disciplines covered by our members. Each of these groups is led by a Leadership Team of volunteer members of IOM3 with a variety of roles, and we will continue to strive to ensure that these teams are diverse in the way they are constituted, the methods used to select volunteers and their operation.

We will work to collect membership data to identify and address particular areas of under-representation. Once our diversity data collection system is in place, we will use it as a baseline to monitor and report on the diversity of our governance.

We make reasonable adjustments for active supporters and volunteers in their roles with IOM3. The widespread use of virtual meetings has provided greater accessibility and has opened governance roles up to a wider audience, as the time commitment is significantly less (than having to travel to a physical meeting venue).

¹ Such as the Engineering Council, Engineering UK, the National Engineering Policy Centre, the Royal Academy of Engineering, the Society for the Environment and the Science Council

b. Employment

IOM3 is committed to ensuring equity and fair treatment in the workplace for all our team members. We value the experience and background of a diverse workforce that can better help us deliver our charitable objectives and support our members. We will give fair and equitable consideration to all current and prospective employees in relation to the employment cycle: recruitment, interviewing, onboarding, training, promotion and redundancy.

We operate a flexible working environment and treat requests for flexible arrangements sympathetically and agree them wherever possible.

We make reasonable adjustments to the nature, location, or timing of an individual's work where appropriate. On a regular basis, we provide training on EDI issues such as unconscious bias to all team members.

Approved by the Trustees of IOM3, [7 March] 2023