

2019 -
2020

D-VERS-TY

THE ONLY TWO EYES.

DIVE IN.

MENTORSHIP PROGRAMME.

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INSIGHT INTO D-VERS-TY

“Diversity: the art of thinking
independently together.”
— Malcolm Forbes

Our Mission

We want to be the only ‘eyes’ in diversity. D-vers-ty challenges the habit of identifying differences before understanding characters and talents. We believe this will help to retain exceptional people who form the right cultures for success.

Our Aims:

1. **Support** engineering and technology (E&T) organisations to attract and retain the best diverse talent integral to their bottom line.
2. **Develop** diverse E&T professionals through their career to encourage their ambitions and to deliver more representative executive boards in the industry.
3. **Stimulate** E&T students by providing examples of different industries to support with selecting fields of interest and helping to bridge the gap in socioeconomic migration.

D-ver-ty is a social enterprise dedicated to transforming company culture in engineering and technology fields. We endeavour to create a sustainable and truly inclusive environment for all; by creatively adopting technologies and digital platforms to improve bias perceptions.

THE PROGRAMME

DIVE IN. is a 9 month mentorship programme between students, early career professionals and senior management. It is a structured programme providing guidance and insight to create an inclusive environment. Each participant is given learning opportunities to accelerate their development and to increase retention and improve inclusion.

Without structured support networks in place and curating the right cultures in teams, organisations are likely to continue to face shockingly poor retention rates*. We want to eradicate diversity recruitment becoming a tick-box exercise and support organisations to recognise the true value of their people and embedded cultures in organisations. E&T organisations will be working together on this programme to help to make the industry as accessible as possible for all.

PROJECT BACKGROUND

Organisations are becoming more aware of the positive impacts of having diverse teams, with different nations developing innovative technology. Often however, organisations put emphasis on recruitment and far less focus addressing inclusion, and this is an international issue for the industries. For example, The Institute of Electrical and Electronics Engineers (IEEE) in the United States reported that underrepresented groups in these industries have retention rates of one third, compared to non-minority groups with two-thirds**. The Women Engineering Society (WES) reported that retention rate for Science, Engineering and Technology graduates is 25% compared to 40% for males***.

PROGRAMME GOALS

01

Raising the profiles of aspiring diverse professionals by providing a framework to support them with learning about their organisations and other E&T industries.

02

Reverse mentoring with professional and existing organisation E&T management, to assist development and a widening of perspectives.

03

Inspiring the focused early careers of talented and diverse E&T students to encourage retention. Exposing them to professionals from a range of different industries and supplying mentoring to support their applications.

*WES, 2016. Diversity in Engineering. [Online]

Available at: <https://www.wes.org.uk/content/diversity-engineering>

** S.K. Hargrove, L. B., 2003. Developing a six sigma methodology for improving retention in engineering education, Boston: IEEE.

*** Sean McWhinnie, J. P., 2014. Diversity In Engineering Summary Report, London: WES.

PARTICIPANT REQUIREMENTS

Organisations We Want to Work With - Commanders

We would like to work with Commanders of D&I who are organisations dedicated to achieving true diversity and inclusion embedded into their ethos.

These commanders should have;

- At least 2 different technical departments/teams for professionals to explore.
- A senior manager, executive or non-executive board member to follow the reverse mentoring programme.
- Sponsorship to support the professional on the programme.
- Assessment centre/interview opportunity for selected applicant students enrolled to the programme.

All organisations should review requirements of their respective students and/or professionals for participation. Note that the information above is only for guidance and subject to negotiation, any change updates will be provided to any confirmed participants.

Professionals - Cultivators

Our participating cultivators will be professionals who are willing to lead D&I by representing a diverse group in their organisation and sharing their experiences.

These cultivators should have;

- Full-time/Part-time Engineering or Technology roles.
- An aspiration to become experts and leaders in their chosen E&T fields.
- A desire to gain insight into alternative departments and D&I strategies in their organisation.
- Ability to develop a presentation of at least 2 distinct technical roles in their organisation and to summaries their current project.
- Desire to conduct reverse mentoring and development sessions with a senior member in their organisation.
- Availability to remotely mentor a student for a minimum of 1-hour per month.
- Availability of 4-days to attend industry visits in November, January, March and May (dates TBC).
- Willingness to support hosting an event with D-vers-ty to share experiences and best D&I practise.

Students - Challengers

Challengers are students eager to disrupt the current practices in E&T.

These challengers should have;

- Less than 3 years experience in the E&T industry.
- Current university student studying an Engineering or Technology related subject.
- Been selected by their university (or similar) for their talents or performance.
- Willingness to present at an event with D-vers-ty to summarise how the programme has supported them.
- Available for assessment centres and a summer internship/graduate scheme.
- Availability for a mentoring session for a minimum of 1-hour per month.
- Aspiring for a career in the E&T industry.

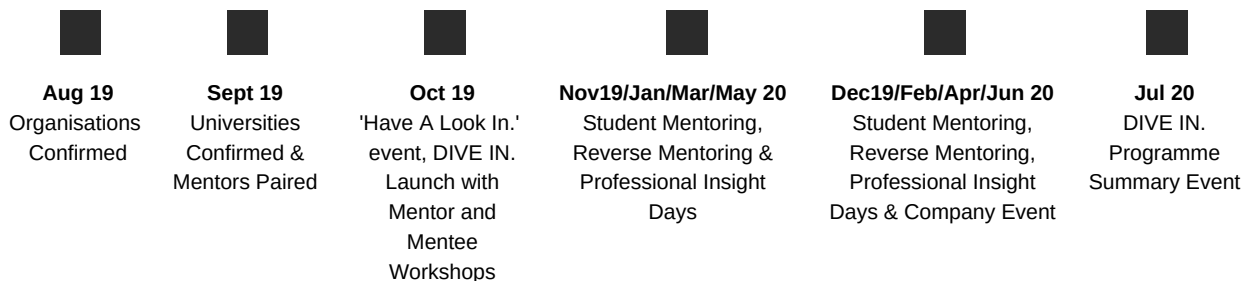
STRUCTURE AND BENEFITS

This section identifies the programme activities and benefits for Commanders, Cultivators, Challengers and all participants.

Activities include:

- 'DIVE IN.' launch event
- Student introductions
- The 'How to be a mentor session.'
- The 'How to be a mentee session.'
- 9 month mentoring programme
- Reverse mentoring
- Industry days
- Celebratory event

Timeline for guidance:



Some benefits include:

- Raising profiles of talents and commitments for D&I
- Organisations advertising for recruitment and raising profile by hosting an event
- Sharing and gaining best practise ideas
- Exposure to other diverse talent
- Engaging senior management and inspiring their strategies and practises
- Developing professionals to accelerate their expertise and leadership
- Increase retention and improve inclusion

DIVE IN.

MORE

Campaigns

D-vers-ty will be launching a campaign called 'Have a Look In.' in August 2019. This aims to address what true diverse inclusivity is and how poor and successful adoptions of it impact E&T working environments.

The campaign will consist of the following:

- Social media posts to present examples of diverse people who have contributed to engineering and technology, to help diversifying the stereotypical face of the industries.
- Video posts will aim to collate the experiences from a range of E&T professionals. The twist on the it will remove victimisation and allow stories to be shared in black and white to extract truths from subjectivity.
- 'Have a look In.' October 2019 launch and July 2020 summary event. The launch will consist of an interactive panel, kick-starting the industry conversation about why D&I is so important to E&T and how it can be addressed. The summary event will be a presentation of what the campaign has uncovered from social media exploitations and the DIVE IN. participants experiences to inform steps for the industries.

Services

Alongside D-vers-ty campaigns, various services are offered in the Diversity Creates Success (DCS) package. There are three main workshops and activity segments of the package, which are accessible to all with the idea that people come and acquire what they need to enrich their development;

- Challenger Shops; aimed at empowering individual professionals and students to challenge their perceived barriers to E&T by addressing their own development, in order to become instigators of cultural change.
- Cultivator Shops; targeting multi-disciplinary professional teams and helping them to identify a uniquely inclusive culture for themselves which will encourage a healthy environment for success.
- Commander Stores; working with organisation leaders to identify tangible D&I strategies.

D-vers-ty are also partnering with different Institutions, STEM initiatives, recruitment and Cultural-change Consultancies. This is because D&I is a complex issue and although the aim is to remove subjectivity wherever possible, a variety of different solutions are going to be necessary to robustly address the issues. We are currently looking for sponsors for our upcoming campaign events, please let us know if you are interested.

If you would like to discuss the 'DIVE IN.' programme or any of our other services, please contact Georgia Thompson at G.THOMPSON@DVERSTY.CO.UK or on 0783 4534 879.

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