LGBTQ+ in Engineering

Tuesday 28th November 2023

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Royal Academy of Engineering Visiting Professor,
Inclusive Engineering Leadership @ UCL

EqualEngineers

Agenda

- Introductions
- History of InterEngineering
- Expanding beyond LGBTQ+
- Allyship

Learning Outcomes

- Understand progress on LGBTQI+ in Engineering
- Understand notion of Allyship and how it relates to your own identity
- Be able to engage broader community on EDI through psychological and physical safety analogies.

Introduction

Engineering Career

MEng: 2005 – 2009

PhD: 2009 - 2013

ERM

Safety & Risk Consultant

Jan – Sept 2013

Granherne KBR

Safety Engineer

Sept 2013 – Jul 2017

Dr Mark McBride-Wright CEng MIChemE

- Chartered chemical engineer with a specialism in health and safety
- Co-founded LGBTQ+ network, InterEngineering
- Supported clients on D&I across engineering: Leonardo, Eurostar, Institution of Mechanical Engineers, Vodafone
- Former external adviser to Royal Academy of Engineering on D&I

IChemE ADVANCING CHEMICAL ENGINEERING WORLDWIDE

KBR

EqualEngineers

InterEngineering

Dec 2014 – Present

EqualEngineers

Jul 2017 - Present

InterEngineering

Connecting, Informing and Empowering LGBTQ+ Engineers and Supporters

METROPOLITAN POLICE

ROYAL ACADEMY OF ENGINEERING

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Mark McBride-Wright
@MarkMcBW

InterEngineering

InterEngineering

Connecting, Informing and Empowering LGBTQ+ Engineers and Supporters

www.interengineeringlgbt.com

Dec-14
IE launches

2015
3 x panel discussions

2016
Engineering Action: Tackling Homophobia in Engineering report launch @ House of Commons

South West, Midlands & London Regional Groups

2017
"What's it Like" – Positive Profiles of LGBT+ Engineers videos launched

North West Regional Group

2018
Digital Resources on
- Transitioning at Work: A Good Practice Guide
- Supporting Bisexual engineers
- Embedding D&I in Supply Chain

2019
Workshops on Measuring Diversity
Co-founded LGBT STEM Day

North Wales Regional Group

2020
Consolidation to a core-model ReEng Pride Digital Festival

2021
ReEng Pride Digital Festival
LGBTQ+ Engineering Summit (Nov-21)

InterEngineering

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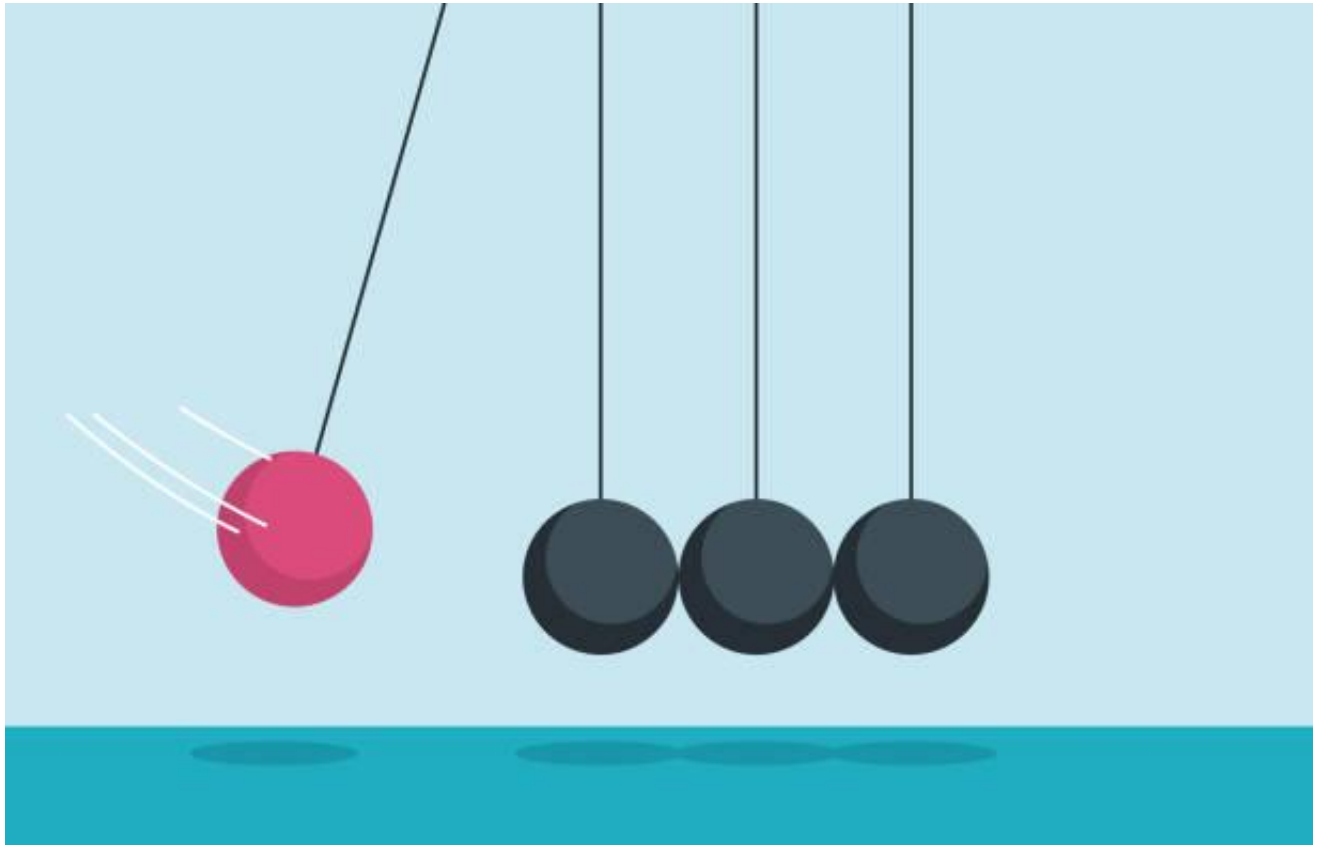
Equality Pendulum



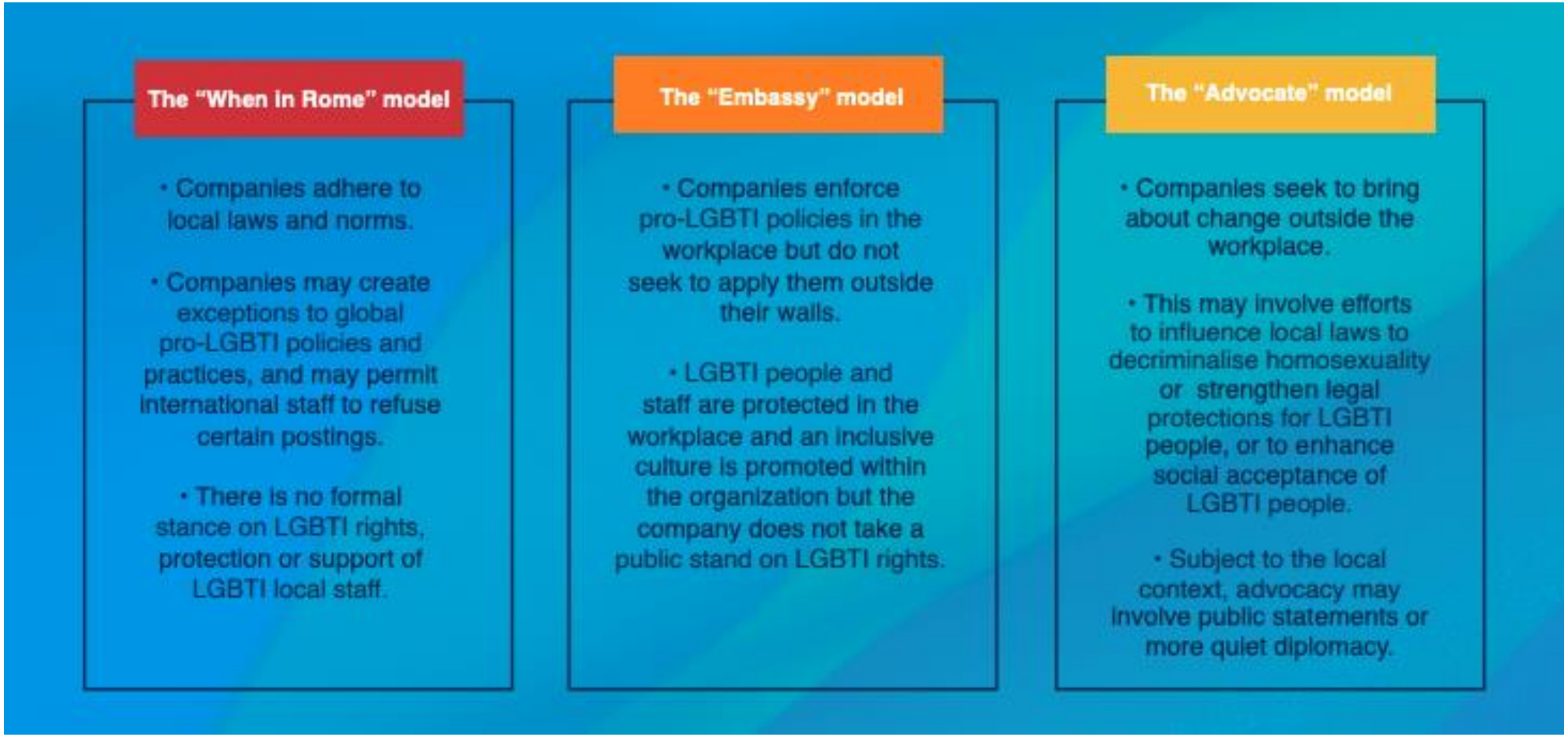
Workplace Culture Models

WHEN IN ROME

EMBASSY

ADVOCATE

Workplace Culture Models



Ref: Inclusive Banking for LGBTI people, International Finance Corporation [Link]

Expanding beyond LGBTQ+

EqualEngineers

- Events
  - Careers Fairs
  - Conference
  - Engineering Talent Awards
- Recruitment
- Training
- Consulting

Does this represent you?

Masculinity in Engineering Research

Ref: Masculinity in Engineering Report, EqualEngineers, McBride-Wright et al. October 2019
http://bit.ly/EqEngMasculinityReport2019

Masculinity in Engineering Research

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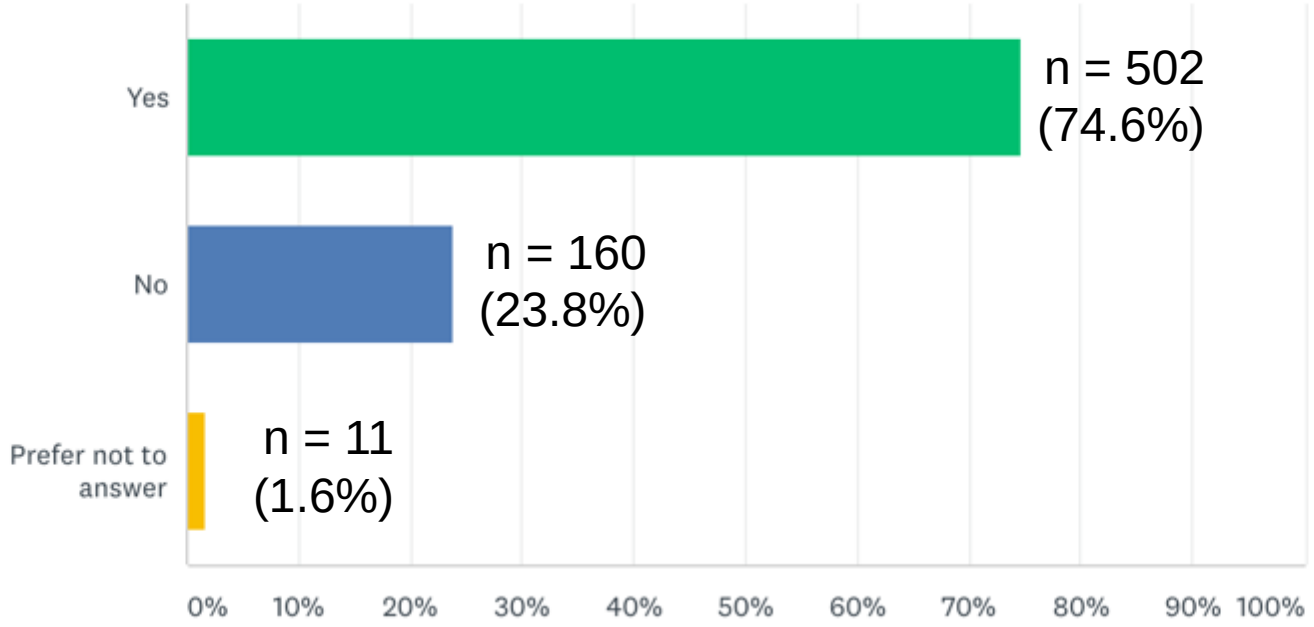
Do you know of colleagues who have experienced mental health issues?

Answered: 673 Skipped: 201



Masculinity in Engineering Research

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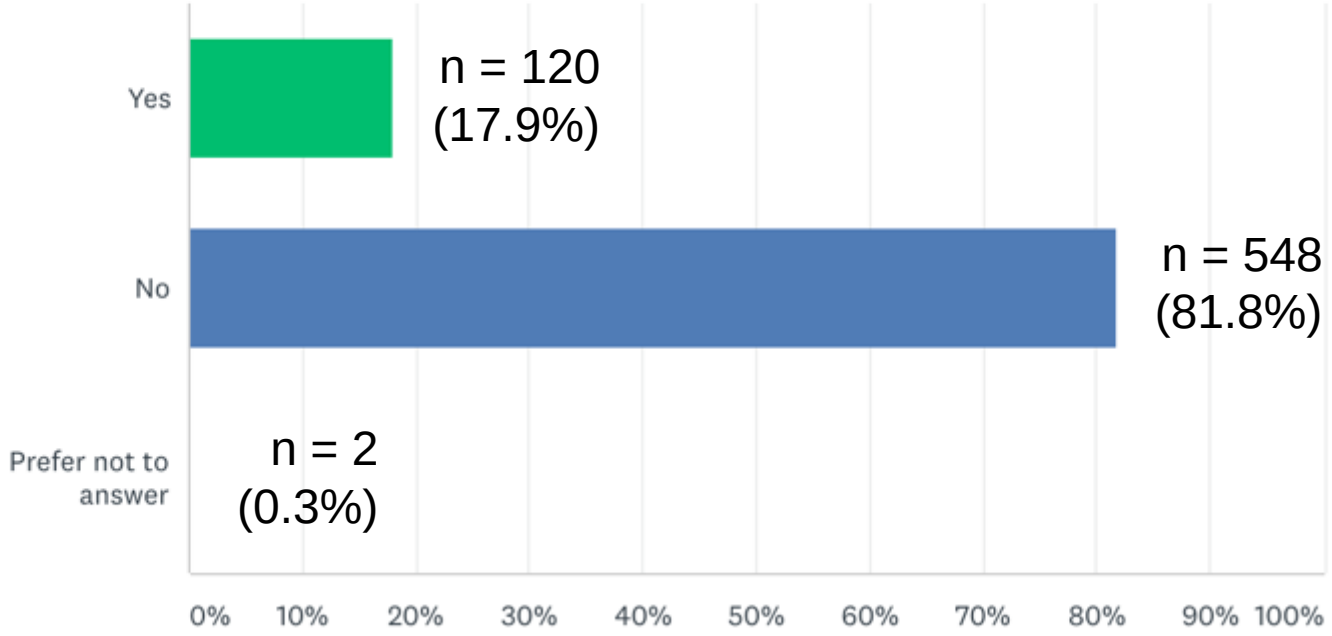
Have you ever lost a work colleague to suicide?

Answered: 670 Skipped: 204



Masculinity in Engineering Research

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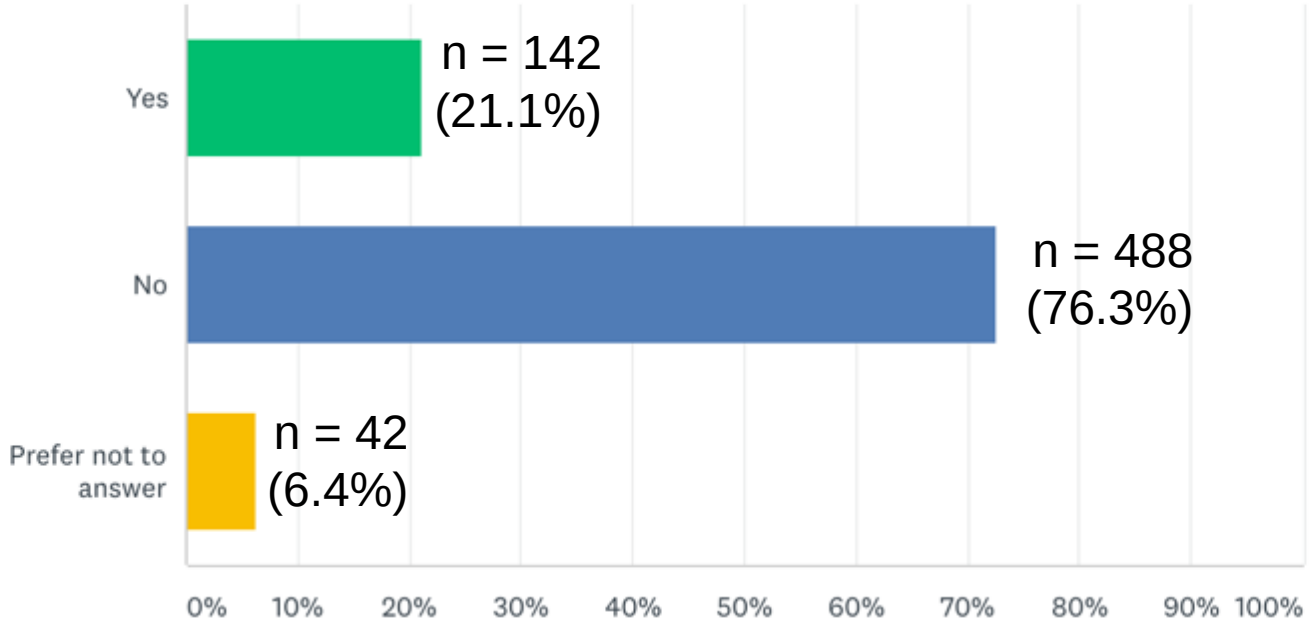
Have you ever considered harming yourself or taking your own life?

Answered: 672 Skipped: 202



Key Findings

- Over 70% claim that men are expected to control their emotions by not showing weakness, fear or cry openly.
- There is difference in the way women find engineering culture than men; half of them find it Masculine – only a fifth of men do so.
- Only half of engineers feel comfortable talking about Stress with their employer
- It is very uncomfortable discussing about depression and financial problems with employer
- Over 4 in 5 experienced emotional/mental health issue.
- **A very high 25% considered self-harm/taking their own life.**
- Those who tried to self-harm belong to both genders, and 56% of them are young aged 18-34 years.

Recommendations

1. Create parity of esteem between physical safety and mental health to address mental ill-health emergency.
2. Enable ‘Personable’ culture in engineering so that people are comfortable talking about what is going on in their lives.
3. Increase the dialogue on stress; depression; mental, physical and financial health (which have been exacerbated by Covid-19) and have support mechanisms in place.
4. Strong, consistent messaging needed about Diversity and Inclusion programmes to get buy-in from all employees and achieve the intended objectives.

Key Recommendations

Ref: Masculinity in Engineering Report, EqualEngineers, McBride-Wright et al. October 2019
http://bit.ly/EqEngMasculinityReport2019

- *Create parity of esteem between physical safety and mental health*
- *Diversity programmes should focus on inclusion*
- *Highlighting the toxic in "toxic masculinity"*

The Iceberg of Biases

What is Allyship?

- Many allies are in name only, and do not act when they are needed.
- An ally will make a concerted effort to understand the challenges.
- They will support the creation of an inclusive culture.

What is Allyship?

LGBTQ+ in Engineering

- Awareness days/weeks/months present a moment in time to celebrate LGBTQ+ community whilst highlighting inequalities still experienced
- Intersectionality is important
- Get curious about learning about an identity which you are not
- Encourage your colleagues to show their positive intent and ask questions
- Ask your future employers what are they doing to create inclusive cultures. Example considerations:
  - What is their position on LGBTQ+ inclusion?
  - Do they have an LGBTQI+ employee network?
  - Are there open LGBTQI+ role models?
  - Do they have a transitioning in the workplace policy?
  - How do they support same-sex parents within parental policies and benefits?

Recap – Learning Outcomes

- Understand progress on LGBTQI+ in Engineering
- Understand notion of Allyship and how it relates to your own identity
- Be able to engage broader community on EDI through psychological and physical safety analogies.

Thank you – questions?

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Provide feedback!

https://forms.office.com/e/pHBZpniFvB

If you used this resource, please take the time to fill out this form to provide your feedback.

If you have any questions or require more information about the REET (Resources for Embedding EDI in Teaching) project, please contact the Project Lead using the following contact details:

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