



Diversity and Inclusion Policy

June 2024

Diversity and inclusion

Successful systems engineering benefits from diversity because the wide range of contexts across which systems engineering is applied and the consideration of multiple stakeholder viewpoints are at the heart of the systems approach. As such, we recognise the value diversity in thinking, competence, experience, and background can bring to the systems engineering fold.

At INCOSE UK, we are committed to ensuring everyone treats each other with dignity, fairness, integrity and respect. No one shall be treated less favourably because of their individual characteristics, protected or otherwise. We want all members, delegates at events, training and exams, and those involved with other INCOSE UK activities to feel welcome & valued, and to benefit from equal opportunity through their association with INCOSE UK.

Our goal is to create a space where everyone feels respected, valued, and able to participate, and we will be proactive in our approach to achieving that goal.



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Purpose

The purpose of this policy is to:

Create an inclusive environment

We aim to build a community where individual differences are celebrated and contributions from all members are recognised and valued.

Promote diversity and inclusion

We recognise the role we play in shaping systems engineering across the society and want to increase diversity to meet the needs of a sustainable future.

Prevent discrimination

We will not tolerate any form of illegal discrimination based on the protected characteristics outline in the Equality Act 2010:

- Age
- Gender reassignment
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

In addition, we will not tolerate less favourable treatment due to any of the dimensions of diversity outlined in the Systems Engineering Handbook:

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Categorised dimensions of diversity. From Harding and Pickard (2019) derived from SEBoK (Diversity, Equity, and Inclusion. (20 November 2023). *SEBoK*, from https://sebokwiki.org/w/index.php?title=Diversity,_Equity,_and_Inclusion&oldid=69389).

Our commitments

We will create a safe and respectful environment, free from bullying, harassment, and discrimination.

We will promote and actively encourage diversity in our membership, leadership and events. Leadership are committed to setting a positive example.

We will regularly assess our progress against the Royal Academy of Engineering D&I Progression Framework 2.0 and use the framework to ensure we consider diversity and inclusion in all our activities.

We will provide training to our leadership and volunteers acting on behalf of INCOSE UK.

We will engage with third parties to reinforce our training, knowledge and working practices.

We take complaints of discrimination seriously. Members who experience or witness any discriminatory behaviour should report it promptly. We will investigate and take appropriate action in line with our grievance policy.