

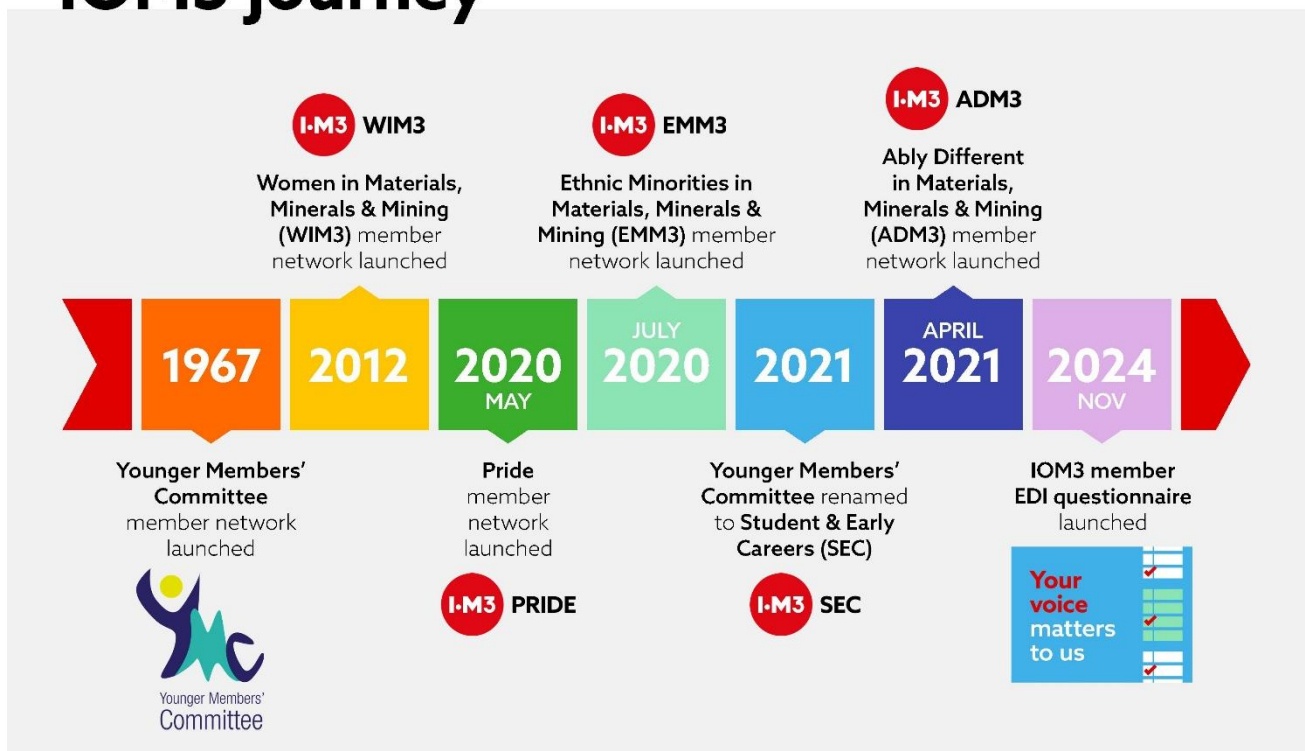
IOM3 Update on Equity, Diversity & Inclusion 2025

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.

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.

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 journey



IOM3 is a participant in the Royal Academy of Engineering/Science Council Diversity and Inclusion Progression Framework benchmarking exercise. The framework is used by the majority of science and engineering professional bodies to self-assess their progress towards greater diversity and inclusion. The third benchmarking exercise ran in 2025.

1. Progress on 2023 commitments – summary

In our 2023 publication [IOM3-Statement-on-EDI.pdf](#) we set out a number of commitments to further improve our inclusivity. Table 1 summarises those commitments and our progress to date.

Table 1: 2023 commitments and progress

2023 Commitment	2025 Progress
Highlight and champion role models through the IOM3 Outstanding Contribution Award for EDI that recognises and celebrates an individual who has significantly continued to and/or promoted equity, diversity and inclusion in IOM3, and the wider materials, minerals and mining communities.	This is awarded annually alongside our IOM3 professional awards and in 2025 was awarded to: Ella Podmore MBE MIMMM.
Support professional applications from our under-represented and minority groups on a case-by-case basis to accommodate any specific needs.	ASVs receive training on unconscious bias and EDI to allow them to provide adequate support to unrepresented groups on a case-by-case basis.
Re-launch our Women into Fellowship campaign to encourage suitably qualified professional women to become Fellows of IOM3.	A campaign was launched to encourage women into Fellowship.
Make reasonable adjustments by individuals, for example when being interviewed for professional qualifications.	Reasonable adjustments are offered as standard practice.
Collect diversity data and use it statistically to identify any issues across our membership so they can be addressed.	See section on data.
To monitor and report annually on the diversity of our membership.	Our annual report and End of Year Review both publish data on gender and age of members. Now we collect a wider range of data we will publish that annually too.
Our conferences, events and speaker panels have diverse representation.	Over 26% of our event speakers during 2025 were female.
When requested, we will aim for all conference material to be accessible for those who are disabled (physical, invisible or neurodivergent conditions).	Our team are ready to support any additional reasonable adjustments for our delegates.

Conference and panel chairs encourage all voices to be heard equitably in debate.	A review of tools to support panel chairs is underway.
Attendees at our events adhere to our events code of conduct (https://www.iom3.org/events-awards/iom3-events-code-of-conduct.html).	All event attendees are required to confirm they have read this as part of our event booking terms and conditions.
Make reasonable adjustments to allow people to fully participate in our events such as conferences, training, etc.	Our registration process allows for delegates to let our team know about any reasonable adjustments.
Organise events specifically aimed at promoting diversity and inclusion.	3 events during 2025 were held specifically directed at under-represented groups.
Monitor and report on the diversity of our events.	Diversity data collection for events is in the early stages and our data tool is being expanded to support this but data from two physical events during 2025 showed.
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 currently report on the gender balance of our governance and will extend that with the new tool.
No multi-speaker event session will be single gender unless specifically intended for a particular gender.	We are beginning to proactively track and monitor our speak and panel diversity.

2. Progress in data collection

We have collected gender and age information for many years. However, in order to gain a deeper insight into our membership, in November 2024 we launched our [EDI data questionnaire](#) to collect a wider set of data. To date, over 10% of our members have responded. This is a fantastic start, and we want to thank all our members who have engaged with this. It has provided some useful insights to understanding our membership, but we need a little more data to get a fuller picture of membership to support us further on our journey to understand and support our members. Our EDI data is reported on annually in our annual report, and we are currently developing our tool to enable us to collect meaningful data from other activities across IOM3 such as event attendance, etc.

In this section, data drawn from all member records refers to “active members”. Data from the EDI questionnaire refers to “respondent members”. The EDI questionnaire uses the diversity questions from the most recent UK census, as the majority of our members are based in the UK.

A. What the data shows

72% of active members identify as male and 18% identify as female. The IOM3 board of trustees is just over a quarter female, and our Advisory Council is over 40% female. Across our full governance structure IOM3 has over 29% female representation. Our Technical Communities leadership teams have over 21% female representation across the 22 communities.

Respondent members report 91.75% heterosexual or straight (Figure 1)

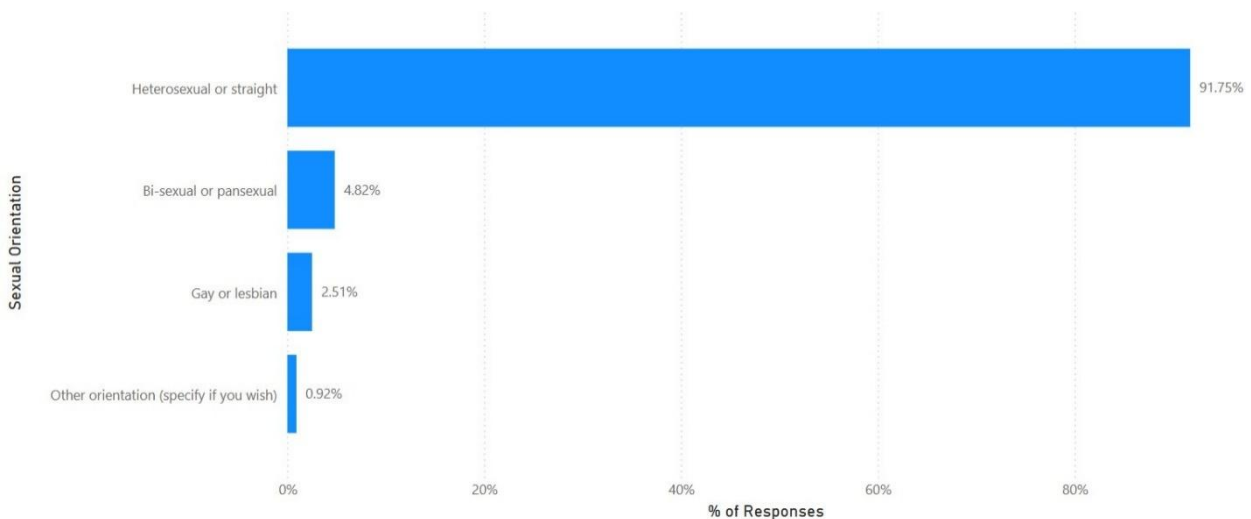


Figure 1: Respondent Member Sexual Orientation

Respondent members are predominantly white British (69.39%), with the next largest group being Asian (20.2%), then Black (4.86%) then other ethnicities (5.5%) (Figure 2).

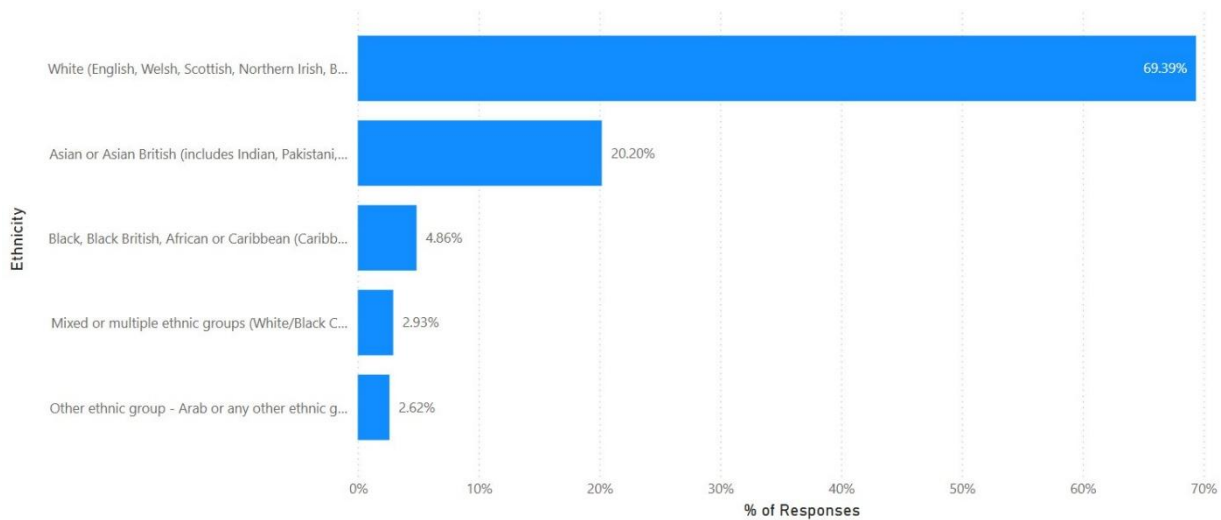


Figure 2: Respondent member ethnicity

7.2% of respondent members consider themselves to have some form of disability (**Error! Reference source not found.** and Figure 4).



Figure 3: Respondent member disability Figure 4: Respondent member type of disability

3. Diversity and Inclusion Progression Framework

The Diversity and Inclusion Progression Framework is a collaborative initiative to support professional bodies in assessing and monitoring their progress on EDI. The framework assesses practice across ten key business areas. Its overall aim is to support organisations with discussions, planning and assessment of EDI work.

IOM3 completed the third self-assessment on EDI for the progression framework. This was a team effort with teams participating to reflect and review on our achievements with EDI so far. The framework responses were independently reviewed, and the snapshot in Figure 5 demonstrates where IOM3 is sitting within the framework and as a benchmark to other engineering and science professional bodies.



Figure 5: IOM3 Progression framework summary results

Organisations are given an overall score ranging from 0 – 4. IOM3 scored a normalised level of 3.1, meaning that we are clearly embedding EDI practices into everyday activities (Figure 6).



Figure 6: IOM3 Progression framework scores vs others

4. Employment and Team Training

IOM3 is committed to being an inclusive workplace ensuring equity and fairness in the workplace. offering day 1 flexible working options for all. As standard all vacancies within IOM3 are advertised internally to our team and our diversity statement forms part of all external adverts. From current data available, 29% of our current team come from underrepresented groups and 77% are women.

Interviewees are offered reasonable adjustments to enable their participation within the interview process and adjustments for team members are made as and where required where possible.

A programme of hub and team days has been developed to allow for maximum participation for all our team members. IOM3 team members regularly receive training across all areas of EDI through an Institute-wide diversity training program, with 100% of staff completing the modules.

5. EDI and the wider materials, minerals & mining sector

IOM3 organises and supports events specifically aimed at promoting diversity and inclusion. Recent examples include the *Together We Engineer* and *A Level Playing Field?* webinars by WIM3 and a 1-day meeting to celebrate emerging women leaders in energy, *Women in Science Promoting Energy Research* (WISPER) via our Energy Materials Group. Our podcast *IOM3 Investigates...* hosted the IOM3 Student and Early Careers Group on current affairs and careers in defence, *Inspiring women in Materials, Minerals & Mining* featuring Jess Middlemiss and *Encouraging Neurodiversity*.

We recognise and promote a range of diversity- and inclusivity-focused awareness 'days' such as ADHD Awareness Month, Autism Awareness Day, Black History Month, Deaf Awareness Week, Global Accessibility Day, : International Day of Persons with Disabilities, International Women in Engineering Day, International Women's Day, Learning Disability Week, LGBT+ History Month, National Inclusion Week, Neurodiversity Celebrational Week, Pride Month and UK Disability Month. We do this through our social media channels, member communications and other avenues such as podcasts and *Materials World* articles.

We engage with partner organisations to help promote diversity and inclusion. Examples include our work with Equal Engineers and the UKRI-funded EDI+ Hub hosted by the University of Leeds to help support diverse talent pipelines and foster greater inclusion within our industry, as well as ongoing work with Engineering UK to widen the pool of talent in engineering more broadly.

6. New commitments

IOM3 will continue to deliver on its existing commitments and will continue to support our Member Networks so that in turn they can support members. In addition, to further improve inclusivity across IOM3, and to support our members' sectors to do so too, IOM3 makes the following additional commitments.

A. Data

- To expand our data collection to include events and training as part of our forthcoming changes to our events and website management systems.

B. Membership

- Provide all our ASVs with training on topics including unconscious bias and inclusivity

C. Events

In organising events, we will strive to ensure that:

- All event sessions include representation from under-represented groups (gender, ethnicity, geography or career stage)
- 30% of session chairs and panelists are from under-represented groups.
- At least 10% of delegate places will be offered at concessionary rates (student discounts, retired rates, hardship schemes, bursaries, etc)
- Wherever feasible, that our virtual content is either captioned or transcribed.

- We will always provide at least one “relaxed space” room at large conferences with clear rules on use (i.e. sensory seeker space, prayer room or breastfeeding room, not for use as a meeting space)
- Conference and panel chairs encourage all voices to be heard equitably in debate. We will develop a briefing note to support chairs in this.

D. Outreach

Diversity and inclusivity are key elements in our work to encourage and promote the participation of under-represented and minority groups in materials minerals and mining. Accordingly,

- working with the IOM3 Education and Outreach Trust, we will expand the support we offer to enable teachers from schools with high proportions of pupils from disadvantaged backgrounds and underrepresented groups (as measured by % Pupil premium and free school meals kids, and % of children for whom English isn't their first language) to attend our teacher events, including through bursaries.

IOM3, December 2025