

## **IOM3 on diversity, inclusion and equality**

*'Diversity: the art of thinking independently together.'*

The Institute of Materials, Minerals and Mining (IOM3) is a major UK engineering institution whose activities encompass the whole materials cycle, from exploration and extraction, through characterisation, processing, forming, finishing and application, to product recycling and land reuse.

It received Royal Charters in 1899 and 1975 and is a Registered Charity in the UK. IOM3 holds an important strategic position as the leading authority in the worldwide materials and mining community, disseminating knowledge on important societal needs including the environment and sustainability. The mission is to ensure that IOM3 can support and inspire the next generation of scientists and engineers.

Diversity is any aspect that can differentiate groups or individuals from one another. The Equality Act 2010 ensures an environment in which all feel comfortable regardless of Protected Characteristics. Protected Characteristics refers to age, disability, sex, gender reassignment, parental leave, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion, beliefs or marital status.

As well as being morally and legally the right thing to do, creating an inclusive, diverse and equality-conscious 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.

Diversity, inclusion and equality are of great importance to IOM3. All members of the Institute are required to abide by the IOM3 Code for Professional Conduct. This Code also meets the requirements of the Royal Charter, and of the bodies with which the Institute registers its members. The Code includes the requirement for 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 they interact with.

IOM3 strives to ensure diversity, promote inclusion and equality of opportunity and is committed to creating a welcoming environment for volunteers, members, staff and board. The Institute encourages its members to explore, establish and disseminate good practices and does so through its own internal practices as well. As a professional body, we will proactively promote a culture of equality, diversity and inclusion within our discipline.

IOM3 values equality, diversity and inclusion for science, engineering and the wider society regardless of membership grades. We also encourage members to promote diversity in their workplace.