



Diversity Task Force

Foreword

There has been a great deal of activity taking place within the IMI and our stakeholder partners since the launch of the Diversity Task Force Report in March. We said at that time that the report was just one step on a continuing journey, and we are fully committed to carrying on that journey with our partners.

I'm pleased that we've had an increased level of interest and engagement with senior industry leaders since we published the report.

I'm also delighted that all three of the working group chairs have made a commitment to continuing this journey with us. Sarah Sillars FIMI OBE, Kevin Finn FIMI, and Linda Jackson FIMI have generously given their time to lead their groups because they are passionate about equity, diversity, and inclusion. They are personally and professionally committed to making positive change.

Prof Jim Saker FIMI

IMI President

Committed to making positive change



Overview

We say this all the time, but we are enormously grateful to everyone who is committing time to support the Task Force. As we reconvene the groups from September, we're looking for more people to join us as we continue to work towards having full representation of the diversity of our communities. **So, if you would like to be involved, or anyone you know would like to be involved with a working group, please contact us via imidiversitytaskforce@theimi.org.uk**



Since the report, we've been working with the IMI team who have embraced the top five commitments from the report. The team are introducing changes to working practices as well as working on initiatives to support the sector.

- We have established an internal Diversity Task Force group to support the work going forward as well as acting as internal Diversity Inclusion Champions.
- We are developing a suite of EDI (Equality, Diversity, and Inclusion) qualifications and e-Learning to support the sector workforce and will be launching the first qualification soon.
- The IMI is sponsoring The Automotive 30% Club's *Inspiration for Innovation Network*, which aims to enhance the reputation of the sector by authentically positioning the sector as a place where diverse women will thrive. It does this through the creation and delivery of tools, resources, videos, school outreach and closely aligns to the IMI's programme of careers activities.
- We are actively seeking out sponsorship and/or partnership opportunities with other organisations that align to the working groups.
- We're welcoming new members of the working groups to ensure we have broader representation of each group.
- We now have great research insight and baseline statistics on which to build a clearer picture, for example, of regional differences and pay gaps.
- We endeavour to ensure all our content meets accessibility standards and our website conforms to industry best practice.

Our next e-shot will be in September, when we plan to share the names of the new working group members, as well as some of the exciting projects we'll be undertaking.

Vijayacittā FIMI

Interim Head of Diversity Task Force

Committed to making positive change

Working groups

The first meeting of the newly expanded working groups for gender identity and sexual orientation, race and ethnicity and physical and non-visible disabilities will take place in September. Look out for calendar invitations if you're already part of a working group. If you're not and you do want to get involved, you can contact me via **imiversitytaskforce@theimi.org.uk**

