

Update on Diversity

5th September 2024

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Equality, Diversity & Inclusion Update

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Engineering Professors Council – Update on Diversity

5th September 2024



- Introduction
- CIHT Background
- Who is Karen McShane ?
- Equality, Diversity & Inclusion
- Significance of celebrating and promoting diversity and inclusion
- Impacts of Diversity and Inclusion
- Thoughts for the future

What is CIHT?

- CIHT is a charity, learned society and professional membership body
- C14,000 members
- 12 UK Regions and Nations, plus a number of International groups including the Republic of Ireland, Hong Kong and Malaysia
- CIHT has a partnership Network, which includes over 100 corporate Partners, as well as academic Institutions and public sector bodies
- Awarded a Royal Charter in 2009



Reasons for Becoming a Member?

- CIHT is a multi-disciplinary membership organisation representing the depth and breadth of the sector
- CIHT has been taking a lead on Equality, Diversity and Inclusion (EDI), with a comprehensive “Shifting the Dial” strategy.
- Excellent online technical information and training facility – CIHT Learn
- Access to Professional Qualifications including CTPP
- Regional Support – regional knowledge and CPD Events –e.g. 16th Sept Unlocking Social Value in Infrastructure featuring the Enniskillen Bypass



Reasons for Becoming a Member?

- Transportation Professional Magazine – June was an EDI edition
- Networking via Technical and social events – think about who you may meet - potential employers or Professional Contacts.
- CIHT Connect – to be part of a virtual community. This is a new platform which provides a space for all our members to share ideas and advice, solve problems, ask and answer questions and above all, connect with each other.
- The opportunity to represent CIHT – make your voice heard
- Industry Recognition.



International Women's Day Introduction



Who is Karen McShane



2023-2024 President CIHT



Equality, Diversity & Inclusion



Routes to Diversity & Inclusion

A toolkit to help employers
recruit, retain and develop
a diverse workforce



CIHT's [Routes to Diversity & Inclusion Toolkit](#) was originally launched in 2015 and was the first toolkit designed specifically for and with the highways and transportation sector.

In my mind this was one of the leading Institutions to deal with the issue at the time.

Equality, Diversity & Inclusion



Shifting the dial:

5-year equality, diversity & inclusion strategy



March 2022

Relaunched as a 5 year strategy on International Women's Day in March 2022

“To become an attractive career choice for people from all backgrounds where partners, stakeholders and members can exchange ideas, share examples of successful initiatives and benchmark sector-wide progress

To grow the workforce so that we have sufficient skilled people who understand the needs of different transport users and can develop practical solutions that work for everyone”

Prof Sarah Sharples

Equality, Diversity & Inclusion

Equality means fairness: we must ensure that individuals, or groups of individuals, are not treated less favourably because of their protected characteristics. It also means equality of opportunity so that people who may be disadvantaged can get the tools and support they need to access the same, fair opportunities as their peers.



Equality, Diversity & Inclusion

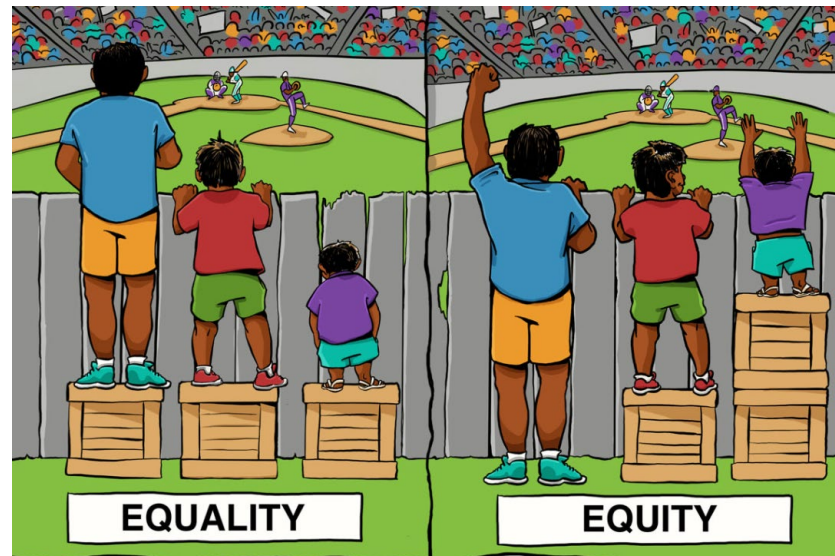
Diversity is used to describe all the 'inherent' differences between people (e.g., gender, race, age, faith, socioeconomic background, sexual orientation, disability, nationality) as well as the differences that people acquire in their working lives (e.g., inter-generational working, social mobility, cross-cultural experience, technical expertise, language skills, menopause, etc).



Equality, Diversity & Inclusion

Attracting and retaining women is a priority for most highways and transportation employers in the UK today. But why? If we can satisfy this then we can satisfy all under represented groups such as Trans people and those from different ethnic minority backgrounds.

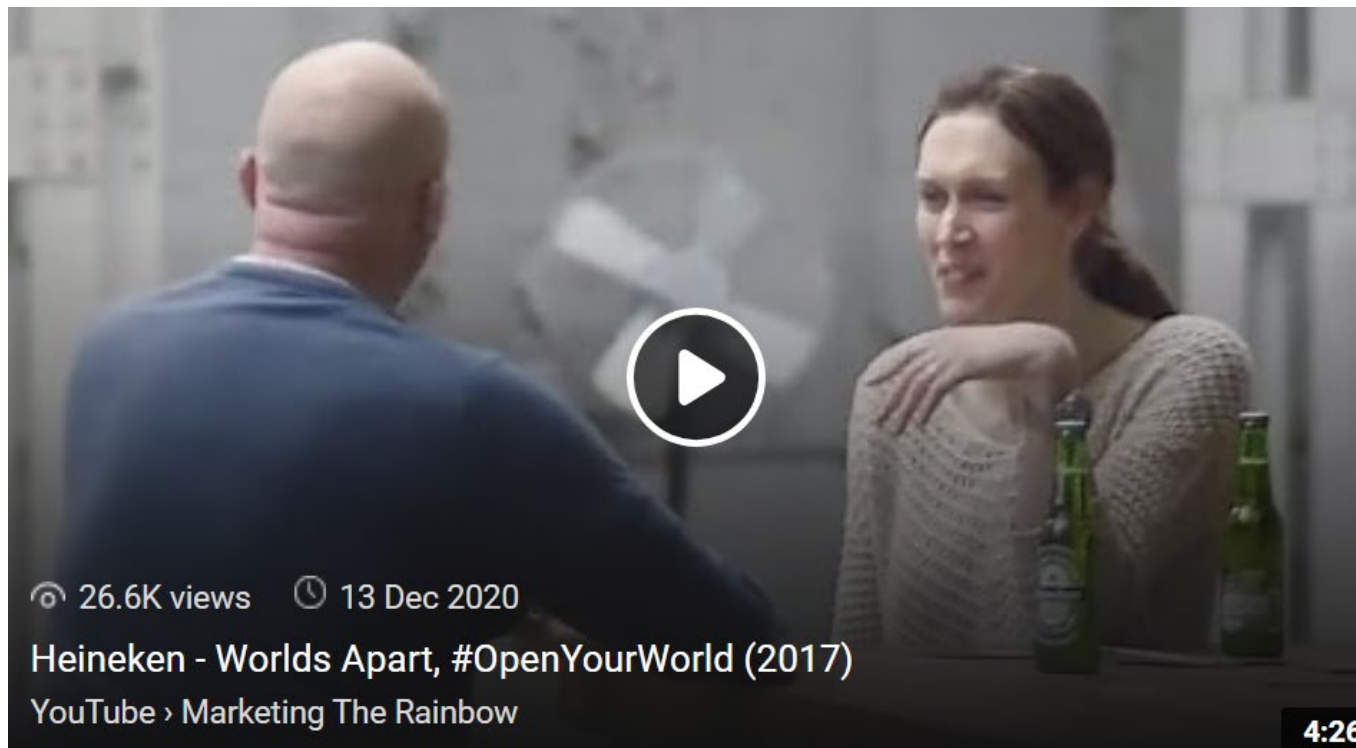
The term **Inclusion** is used to describe actions to ensure people feel genuinely included, valued and comfortable being themselves at work and proud of their inherent or acquired diversity.



Equality, Diversity & Inclusion

Heineken – Video Exploring Differences

[Heineken Worlds Apart Open Your World](#)





Shifting the Dial

Targets set and monitored



Why do we need to ?



73% - Pressure from Clients



68% - Reducing Staff Turnover Costs



59% to represent demographics of customers



64% - Creating Positive Reputation on EDI

What do Professionals say?

Factors that professionals feel led to their chances of being selected for a job being lowered

Age



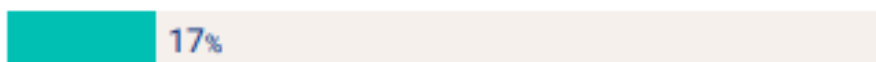
Ethnicity/nationality



Gender/gender identity



Socio-economic background



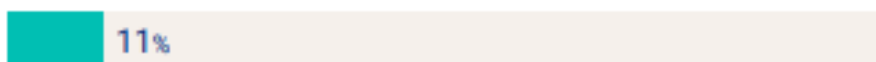
Dependants (i.e., parents, carers)



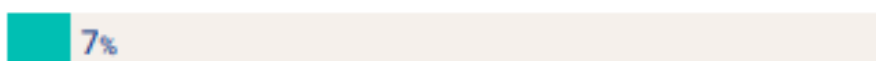
Disability



Religion/belief



Sexual orientation



Professionals who say there have been occasions where they felt their chances for career progression have been limited because of their background or an identifying factor

63%

Disabled

44%

Men

58%

Global ethnic majority

48%

LGBTQ+

61%

Carers

50%

Women

49%

Over 50s

43%

White

Overall

48%

feel that their chances of career progression have been limited due to their background

Source - Hays

What do Job Candidates Say?

AT A GLANCE

37% have felt the need to hide an aspect of who they are for fear of judgement by others

51%

say they've felt their chances of being selected for a job have been limited by their background or another identifying factor

48%

have felt their chances of career progression have been limited because of their background or an identifying factor

25%

don't currently feel they have the same opportunities as their peers when it comes to succeeding within their organisation

52%

of managers think their organisation is proactively taking action to recruit under-represented talent

56%

of managers working in large organisations are seeing proactive action being taken to recruit under-represented talent compared to only 46% of those in SMEs

46%

of those working in the public sector report seeing positive action being taken to improve career outcomes for under-represented talent compared to 40% of those in the private sector

42%

think positive action is being taken to improve career outcomes for under-represented talent

54%

of managers agree that they feel comfortable engaging in conversations around DE&I that they have little knowledge of

60%

of managers feel more comfortable discussing some areas of DE&I than others

74%

of managers feel confident challenging exclusionary behaviour amongst senior members of their organisation, compared with only 55% of non-people managers

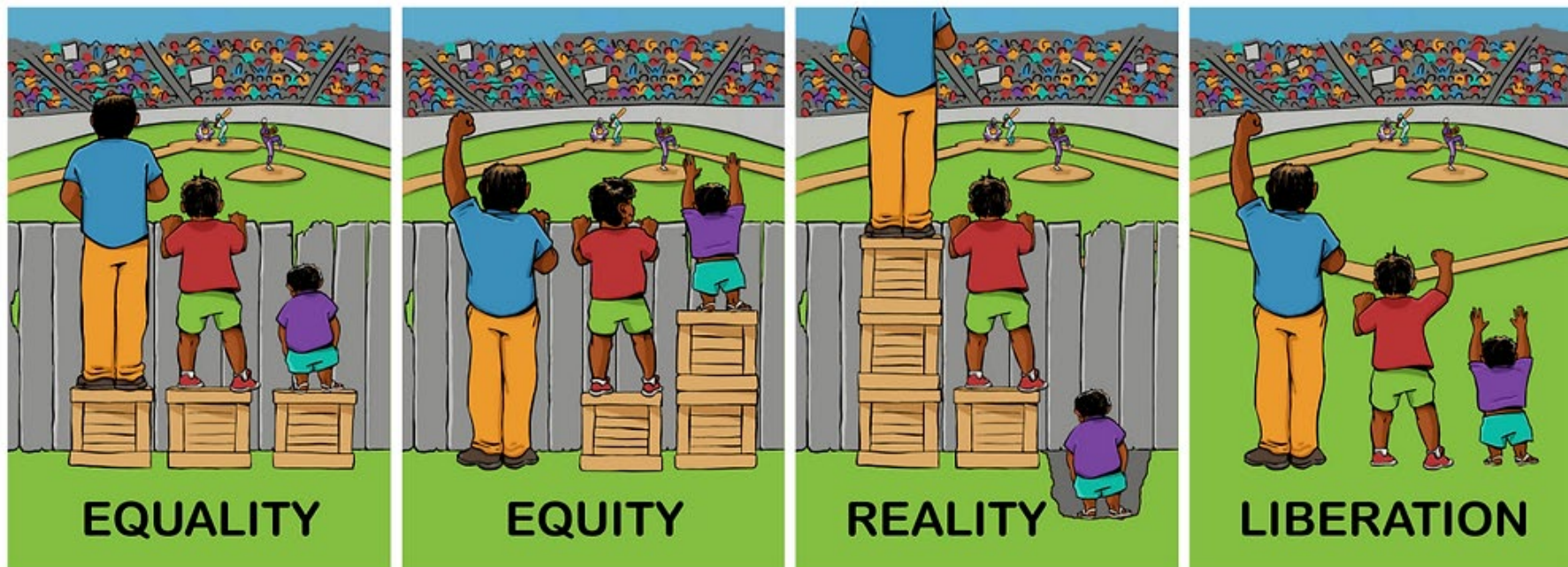
54%

of non-people managers are confident that any concerns they have around DE&I will be listened to by their managers and that action will be taken

Source - Hays

Overcoming challenges and breaking barriers

- Benefits of Diverse Boards and Workforce
- Improved Decision-Making
- Diverse perspectives leading to better decision outcomes
- Avoidance of groupthink



Unconscious Bias

<https://youtu.be/4kFC7669quE>



Impact of Diversity on Business

- Access to a wider talent pool
- Engaged and motivated people
- Better financial performance
- Increased market share
- Innovation taken to market
- New customer insight
- Relevance to Highways and Transportation
- Creativity and innovation
- Pressure from clients
- Saving recruitment costs
- Positive reputation
- Closer to customers.

3x

Organisations with inclusive cultures are 3x more likely to be high performing.



Enhanced Innovation and Creativity



- Diverse teams fostering innovation
- Creativity as a result of varied experiences and backgrounds
- Better Employee Engagement and Satisfaction
- Inclusive work environments promoting employee satisfaction
- Increased motivation and loyalty among diverse teams
- Positive Corporate Image
- Demonstrating commitment to diversity and inclusion
- Attracting a diverse talent pool

Specific Actions for Improvement - Thoughts



What potential areas for improvement at your company?

- Setting measurable goals and timelines
- Do you operate Inclusive Recruitment and Hiring?
- Do you Implement diversity and inclusion training for all employees?
- Do you review and update policies to ensure they are inclusive and equitable?
- How can you increase the representation of underrepresented groups in leadership positions? If you can't see it, you can't be it!
- Do you Implement leadership development programs with a focus on diversity?



Specific Actions for Improvement - Thoughts



- Have you established and supported Employee Resource Groups to foster a sense of belonging?
- Have you conducted a comprehensive pay equity analysis and addressed any identified disparities?
- Have you developed and implemented a communication strategy that promotes inclusivity?
- When was your last Satisfaction and Inclusion Surveys and if so, what are future targets?
- How can you strengthen ties with the local community by engaging in diversity and inclusion initiatives?

Engineering Professors Council

5th September 2024



- A personal perspective

- Thank you

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Engineering Professors Council

Information points:

- CIHT.org.uk
- Membership: membership@ciht.org.uk
- Ideas for future subjects for CIHT webinars to technical@ciht.org.uk or regions@ciht.org.uk
- Feedback about the conference via the survey that follows the end of the day