

Equality, Diversity and Inclusion in Construction

Part of the 2021 Construction Series

ONLINE EVENT

14TH SEPTEMBER 2021

IGPP Institute of Government
& Public Policy



University of
East London

About the event

Improving diversity and inclusion in the workplace is a challenge for all sectors. In the instance of the construction industry, this is certainly the case. Women make up about 14% of the construction population, but only 2% of site operatives are female. In Europe, the United Kingdom has the smallest proportion of female engineers. Only 5% of registered engineers and technicians are women, and only 11% of the engineering workforce is female. At the current pace, researchers predict that achieving gender equality would take nearly 200 years.

According to the Construction Industry Training Board, the industry average for ethnic diversity is about 13%. (CITB). Furthermore, the Office for National Statistics (ONS) Labour Force Survey states in the fourth quarter of the previous year that just 5.4% of construction workers were from ethnic minority backgrounds. 9.3% of construction workers have a disability or neurodiversity, and a third of LGBTQIA+ workers feel that their sexual orientation is a barrier to career progression in the industry.

This event will address the most pressing issues for construction professionals in the workplace that promote a healthier work environment that drives inclusion and enhances work-life balances for its workers in the post-pandemic era.

Why attend?

- Meet other like-minded professionals and develop new, beneficial connections
- Through the learning opportunities and sharing of best practice, you will be able to implement improvements in your workplace
- Impact the wider agenda and be part of future planning
- Be part of organisations that continue to evolve, improve and innovate
- Learn how to make the best use of key products and services that can help transform your organisational capabilities

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Agenda

- 9:00** Online Registration
- 9:30** Chair's Welcome Address
- 9:40** Building Back Better: The Importance of EDI in Construction Post-Pandemic & Brexit
- 10:00** Changing the Face of Construction
- 10:20** Building Equality
- 10:40** Questions And Answers Session
- 11:05** Break And Networking
- 11:35** A Space for Everyone
- 11:55** Case Study: Systematic Inclusion - Design No Barriers
- 12:15** Routes to Success - Social Mobility in the Built Environment
- 12:35** Questions And Answers Session
- 13:00** Chair's Summary and Close

Key speakers



Jyoti Sehdev
Group EDI Lead,
Costain
Chair,
LGBT+ & Allies Network





Roni Savage
MD,
Jomas Associates
Policy Chair,
Construction FSB

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Learning outcomes

- Discover the latest practices to provide visible leadership on diversity, that are promoting the benefits of inclusive practices across the sector
- Evaluate methods to embed a workplace culture that empowers all employees to achieve their full potential
- Determine how to track the benefits of diversity through effective monitoring and costing of actions and results
- Learn from case studies showcasing methods of improving on-site working relationships based on respect for everyone's differences
- Learn how research, analysis and data can be used to spot opportunities for meaningful change in the construction workplace
- Hear of the methods that employers need to practice to ensure all recruitment processes are free from bias
- Realise the benefits of the wider pool of talent available to the industry from under-represented groups
- Understand the legal ramifications of cases of different types of discrimination in disciplinary and complaints cases

Audience

This event brings together Government and the wider public sector, academia and senior leaders from across the construction industry to hear the latest policy updates across the industry and address the challenges facing the sector in these unprecedented times.

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