

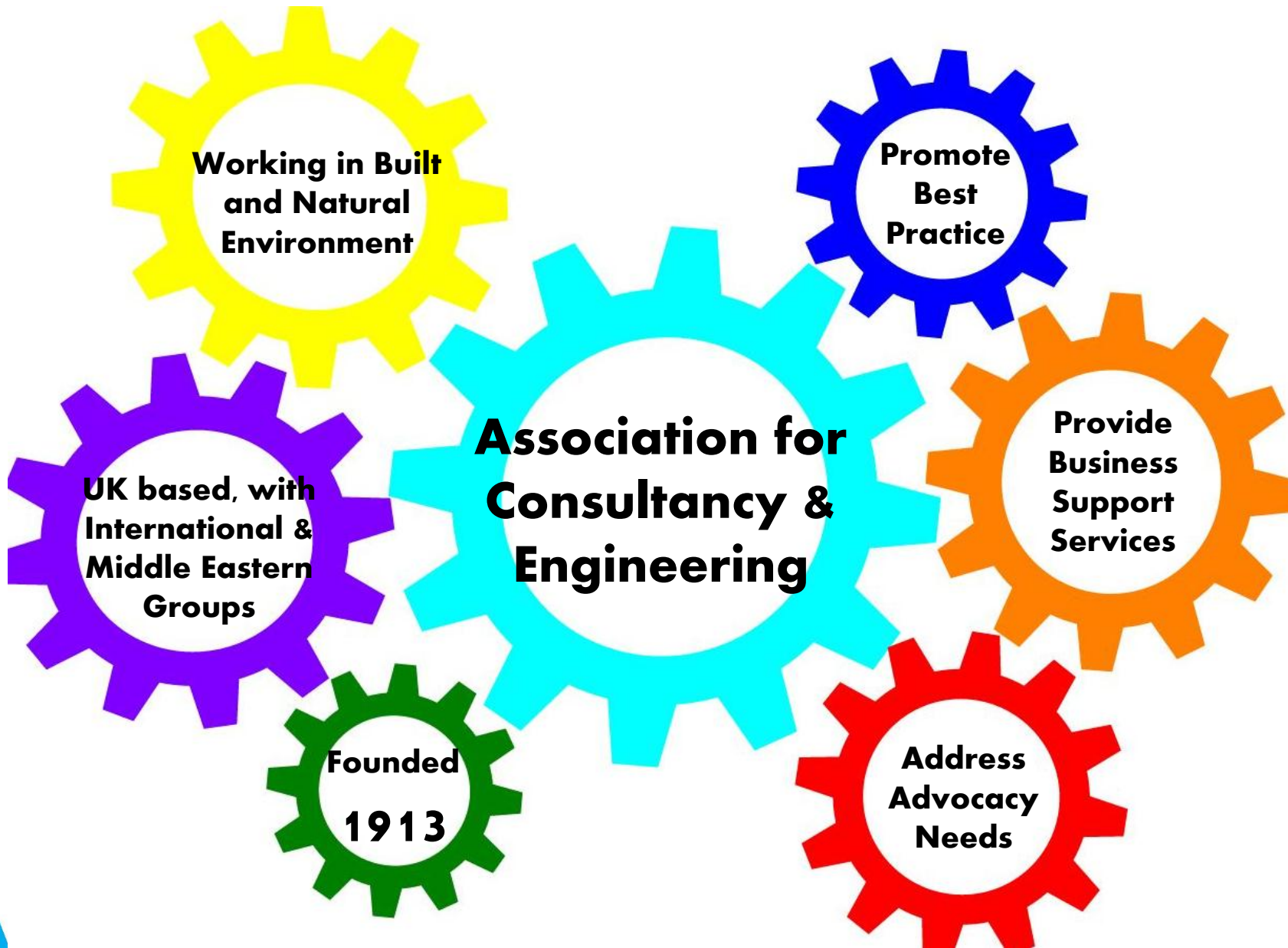
# Diversity & Inclusion – Marginal or Mandatory?



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# ACE represents Consultancy & Engineering Firms



# What do ACE members do?

**Sector contributes £15bn to the UK economy**



## Where does our sector stand on diversity?

<b>Women</b> <b>25% of workforce</b>	<b>47% of UK workforce</b>
<b>Ethnic Minorities</b> <b>10% of workforce</b>	<b>12% of UK workforce</b> <b>National</b>
<b>Disability</b> <b>5% of workforce</b>	<b>18% of UK workforce</b> <b>have a disability</b>
<b>Age/Religion/Sexual Orientation</b> <b>least likely to have focus</b>	

**2015 Royal Academy Survey**



## Why do we need to be Diverse?

### Address Retention Gap<sup>2</sup>

Potential cost to companies  
from £5.2 - £9.5 billion

### Financial Performance<sup>3</sup>

Top Quartile Racial/Ethnic  
Diversity 30% more likely  
to have financial returns

### Improved Creativity

### Address Skills Gap<sup>1</sup>

~1.82million engineering  
positions

## Diversity & Inclusion Business Case

### Higher Customer Satisfaction<sup>4</sup>

<sup>1 2</sup> Engtech Now & ACE (2015) The Retention Gap: What it is and how to tackle it. <sup>3</sup> McKinsey (2014) Why Diversity Matters Report.

<sup>4</sup> Robinson, M., C., & Buccigrossi, J. (2003) Business Case for Diversity with Inclusion

# 10 Strategies for a Diverse & Inclusive Workforce

<b>Leadership &amp; Good Management</b>	<b>Recruiting &amp; Promoting Employees</b>
<b>Open About Diversity &amp; Inclusivity Values</b>	<b>Flexible Working</b>
<b>Benchmarking &amp; Targets</b>	<b>Outreach</b>
<b>Build Foundations for Diversity &amp; Inclusivity</b>	<b>Open Dialogue</b>
<b>Communication of Strategies &amp; Initiatives</b>	<b>Utilise Internal &amp; External Resources</b>



**"Every person is different, and we found that stressing support for only particular types of diversity forgot this, so we stress inclusivity and support for all – which staff are much happier with."**

**"We allowed staff to create support groups and resources; this covered ethnicities, gender etc. However we realised we had a problem with this when we got a signature petition to create a support group for normal people."**



**"We created an award for 'Outstanding Role Model for Women', and got a surprise that awards night, as the women's group uninvited came on stage to give out an 'Outstanding Role Model for Men' award."**

**“Leaders at all levels must empower employees to champion D & I themselves.”**



**“Though a company’s senior level may endorse diversity & inclusivity in the workplace, without buy in from all levels it will not be achieved.”**

**“The biggest Threat to an Inclusive company culture is Middle Managers who create a wall of disbelief. No matter what senior leaders do – without Middle Managers – the rest of the company will fall behind.”**





# Open Endorsement of Values



**“I as CEO wanted diversity in the workplace, my staff believed in it, but we didn’t have it until we put a line about being an inclusive and equal opportunity workplace in our job ads.”**

**“As a small company, I don’t have finances to provide extra resources to each type of protected group. But we as a company believe in accepting everyone no matter their differences, and we make sure that this is on our website so that clients know as well as potential employees or partners. It makes a difference.”**





**Higher Innovation**

**Higher Customer Satisfaction**

**Better Retention**

**Publicly Endorses  
Values of Inclusivity  
& Diversity**

**Spearheaded by  
Senior Level  
with Champions  
at All Levels**

**SUCCESS**

**Upheld &  
Believed by  
Middle  
Managers**

**Foundation  
for Inclusivity  
& Diversity**