



Advancing Equality, Diversity & Inclusion

Investment in EDI employee networks and unconscious bias training

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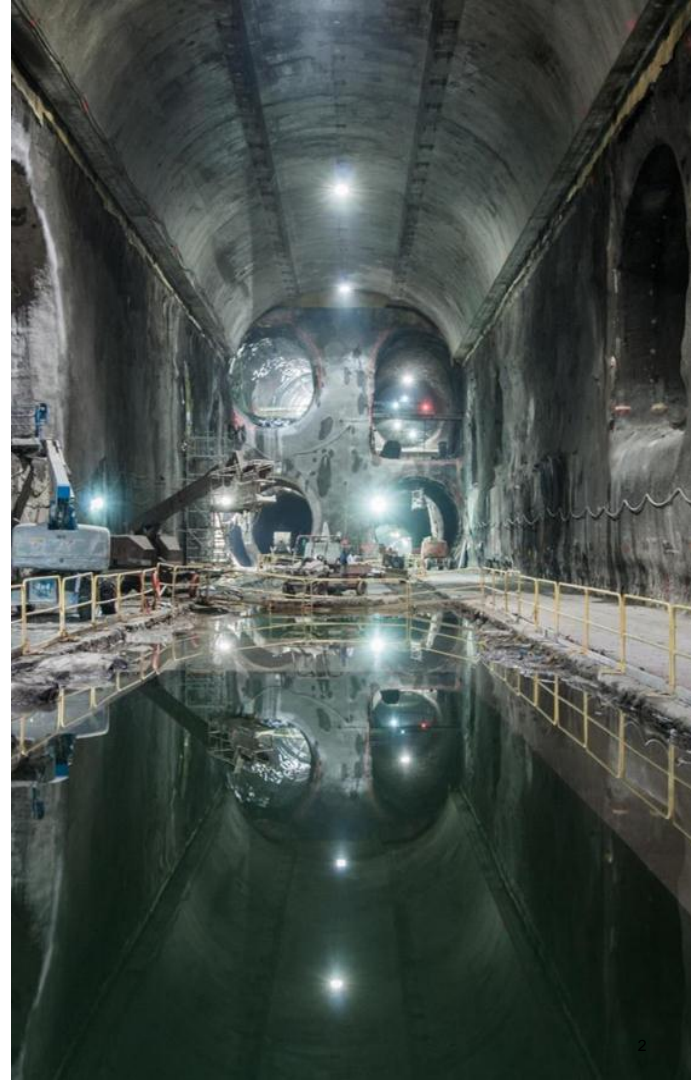


Introductions

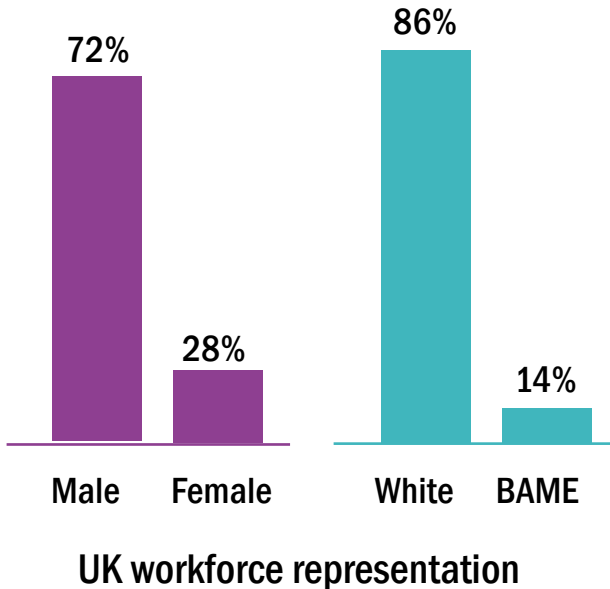
We are a \$2bn engineering, management and development consultancy.

We employ over 16,000 local experts in 180 principal offices delivering excellence in 150 countries across the globe.

In the UK we have 6000+ staff working across 16 principal offices.



EDI – Our baselines



Investors in Diversity (2014)

89% aware of our EDI policy

Only **68%** said this is followed

72% feel the company values diversity

But **11%** disagree

The Advance network

Chairman
Sponsor

Advance chair

Senior business rep.

Head of Human
Resources

Executive

3 Committee members

Comms &
publicity lead

Equality, diversity &
inclusion team

Strategic

Advancing Groups

Advancing Disability

Champion

Senior sponsor

Advancing Gender

Champions

Senior sponsor

Advancing LGBT+

Champions

Senior sponsor

Advancing Race

Champion

Senior sponsor

Sunshine Parents & Carers

Champion

Senior sponsor

Regional champions

Region 1

Region 2

Region 3

Region 4

Region 5

Projects

Operational

Advance regions



Region 1

Scotland, Northern Ireland and North of England

Kevin Burnett



Region 2

Midlands, North of England and North Wales

Dominika Nowosinska



Region 3

East of England

Elisabetta Naborri



Region 4

London and Croydon

Jonathan Douglas-Green



Region 5

South of England and South Wales

Leanne Marques



Advancing Groups

Advancing Disability



Hannah Forbes

Advancing Gender



Frances Parrott

Advancing LGBT+



Hannah Bishop

Advancing Race



Nadine Brody

Sunshine parents & carers



Ruth Hopgood



Madeleine Rawlins



Sam Wilson



Thomas Sheridan



19th - 19th June 2019

ADVANCE INCLUSION WEEK

Advance, lead MacDonagh's employee and student diversity and inclusion 2019 activities to honour the National Inclusion Week. Advance 19th June and will be displaying a variety of events which coincide with national events to engage all staff and have awareness of diversity and inclusion topics.

Introduce a Peer Learning Forum for the management and construction industries which we are bringing together people from the industry, there will also be the below events available for all staff and students.

Family, Diversity and Inclusion Plan Launch	Health & Safety of Work Workshop	An Insight into Business
<p>Tuesday 19th 12.00pm - 1.00pm Barrackmore, MacDonagh House, Castlebridge and one satellite site</p> <p>We will be launching our equality, diversity and inclusion 2019 Action Plan (2019-2021), sharing our aims and objectives to ensure the organisation is an inclusive one. This includes the introduction of our new Diversity and Inclusion Policy, the introduction of our new Diversity and Inclusion Strategy and the introduction of our new Diversity and Inclusion Plan.</p> <p>Location: MacDonagh House, Castlebridge and one satellite site</p>	<p>Wednesday 19th 10.00am - 12.00pm Barrackmore, 1 Marine Drive, Sligo and one satellite site</p> <p>We will be looking at equality, diversity and inclusion in the context of health and safety. This includes the introduction of our new Health and Safety Policy, the introduction of our new Health and Safety Strategy and the introduction of our new Health and Safety Plan.</p> <p>Location: MacDonagh House, Castlebridge and one satellite site</p>	<p>Thursday 19th 10.00am - 12.00pm Barrackmore, 1 Marine Drive, Sligo and one satellite site</p> <p>We will be looking at equality, diversity and inclusion in the context of business. This includes the introduction of our new Business Policy, the introduction of our new Business Strategy and the introduction of our new Business Plan.</p> <p>Location: MacDonagh House, Castlebridge and one satellite site</p>



Unconscious bias

Investors in Diversity (2014)

81% felt their colleagues take
EDI seriously

Only **64%** felt the same about
senior leadership

(17% leadership gap)



1 to 1

Pearn Kandola
sessions for the
Board.

Unconscious bias Implementation

1

**'Live' lunch and learn
sessions for all staff**

2

**Embedded in leadership
meetings and team days**

3

**Incorporated in career development
and management training programmes**

Unconscious bias

Success

>700

staff trained
through lunch &
learn sessions

93%

positive
feedback

- Qualitative feedback that colleagues now challenge each other positively on unconscious bias as this has become common terminology in the business

Key lessons

1

Create a structure that works for **your** organisation

2

Support your grassroots champions with budget and time

3

Raise awareness through dynamic unconscious bias training for **staff at all levels**



Thank you

