



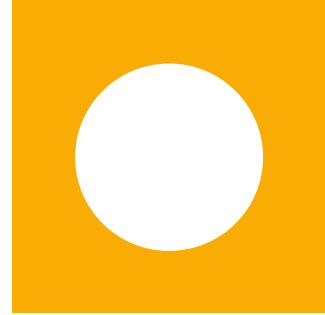
EDI Briefing

Advancing Equality, Diversity & Inclusion

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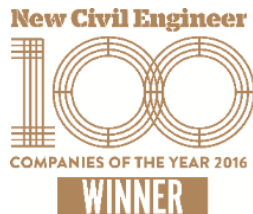




1. Introductions
2. EDI – Why?
3. Advance – Who we are & what we do
4. How and how come?
5. What's next?

Introductions

We are \$2bn engineering, management & development consultancy operating for over 150 years; we are multisector & multiskilled and employ over 16,000 local experts delivering excellence in 150 countries.



Winner Diversity
Champion of the Year



17th in Inclusive Top 50
UK Employers



Winner Diversity Star
Performer Award



Winner Best Diversity
& Inclusion initiative



Shortlisted - Diversity &
Inclusion Champion



Shortlisted - Best
Employee Network



Shortlisted - Best
Diversity Initiative



Finalist - Inclusive
Workplace Culture

Why EDI?

The Business Case

Increases staff engagement, improves efficiency and bolsters productivity of everyone (*Deloitte*).


Helps to **attract and retain the best people** in competitive talent markets.

Reduces costs and **provides access to untapped savings** e.g. turnover, agile working.

Offers greater return on equity, **improves opportunities for growth** and provides higher sales revenues (*McKinsey*).

Improves overall financial returns and supports in the outperformance of less diverse peers (*Catalyst*).

Increases innovation and **reduces risk of 'group think.'**



Why EDI?

Researching and Identifying our Baselines - **Quantitative**

Investors in Diversity 2014

90% of staff aware of our EDI policy,

68% said this policy is effectively implemented.

89% feel respected by all colleagues (PRIDE values).

Employee Engagement Survey 2015

72% feel the company values diversity.

91% feel we have a work environment which accepts individual differences.

EDI survey 2016

72% feel MM's EDI policy is effectively implemented

81% feel the company fosters good relations between people & encourages us to appreciate our differences

Why EDI?

Researching and Identifying our Baselines - **Qualitative**

Investors in People 2014

High levels of employee engagement.

Implicit rather than explicit focus on EDI (2014).

Focus Fives 2015

Online focus groups facilitated to explore inclusion by:

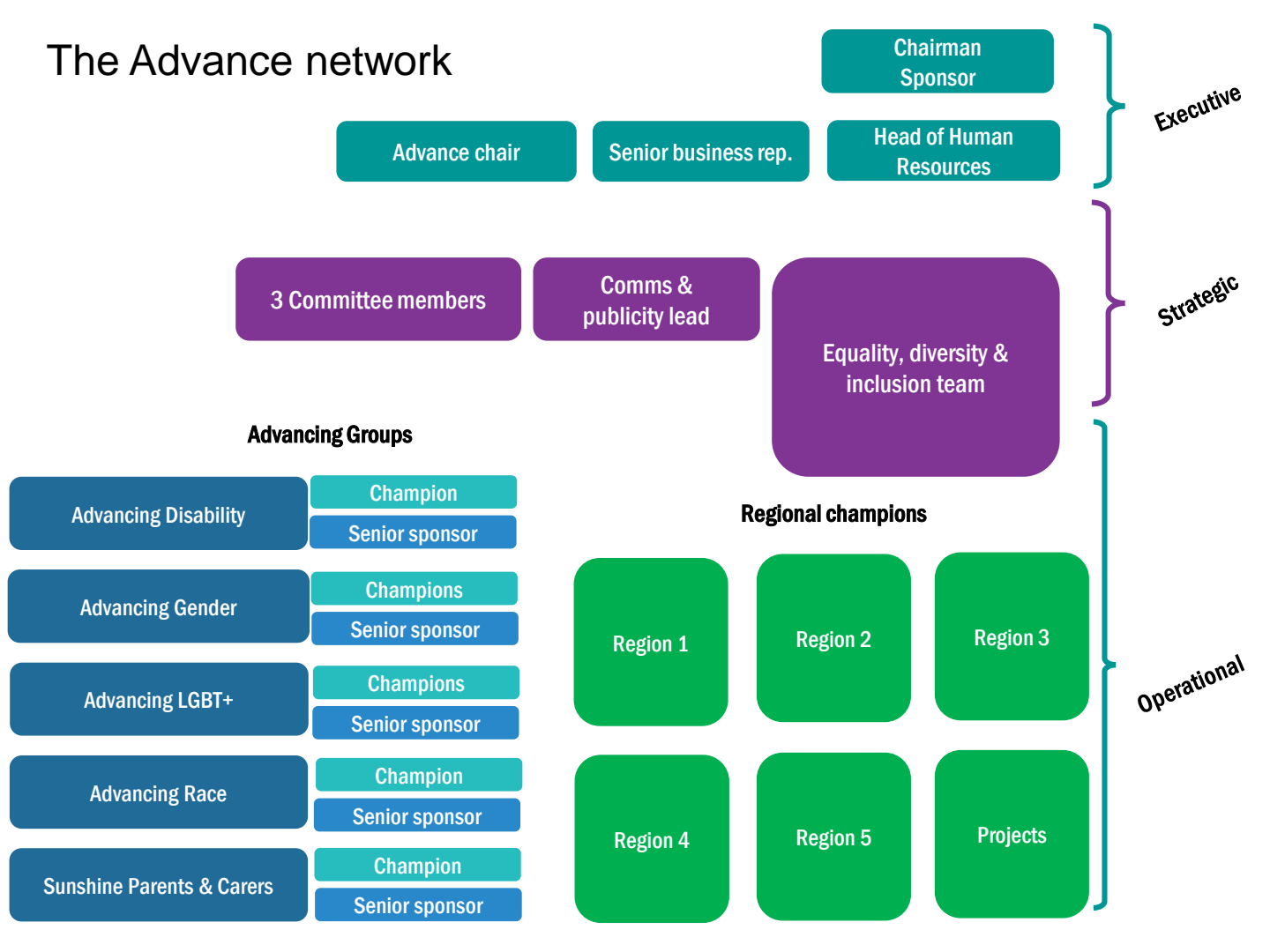
- age
- disability
- gender
- race
- sexual orientation & transgender.

Advancing Groups 2016

Champions, Executive sponsors and action plans for:

- Advancing Disability
- Advancing Gender
- Advancing LGBT
- Advancing Race
- Sunshine Parents & Carers

The Advance network



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



Madeleine Rawlins

Advancing LGBT+



Hannah Bishop



Sam Wilson



Thomas Sheridan

Advancing Race



Nadine Brody

Sunshine parents & carers



Ruth Hopgood

“Advance is more than an employee resource group or network; it is how the business delivers on equality, diversity and inclusion. I am so pleased with the progress we have made and to see Advance recognised as a catalyst for further best practice across the group.”

Clare Wildfire

Technical director and chair of Advance





19th - 19th June 2019

ADVANCE INCLUSION WEEK

Advance 16 of the University's employee and students, diversity and inclusion 2019, following the University's first Inclusion week. Advance 19th - 19th June will be featuring a series of events which celebrate with national staff to engage all staff and their communities of diversity and inclusion topics.

Advance a Peer Learning Forum for the management and construction industries which we are bringing together people from the industry, from all over the world, to learn from each other.

Equality, Diversity and Inclusion Plan (2019-2021)	Equality, Diversity and Inclusion Plan (2019-2021)	Equality, Diversity and Inclusion Plan (2019-2021)
Monday 18th June 10:00 - 11:00 Equality, Diversity and Inclusion Plan (2019-2021) - Peer Learning Forum	Monday 18th June 11:00 - 12:00 Equality, Diversity and Inclusion Plan (2019-2021) - Peer Learning Forum	Monday 18th June 12:00 - 13:00 Equality, Diversity and Inclusion Plan (2019-2021) - Peer Learning Forum
Tuesday 19th June 10:00 - 11:00 Equality, Diversity and Inclusion Plan (2019-2021) - Peer Learning Forum	Tuesday 19th June 11:00 - 12:00 Equality, Diversity and Inclusion Plan (2019-2021) - Peer Learning Forum	Tuesday 19th June 12:00 - 13:00 Equality, Diversity and Inclusion Plan (2019-2021) - Peer Learning Forum



How and how come?

Business Impacts

EDI Action Plan	Equality Impact Assessments	Memberships	External Benchmarks
22 actions completed in 2015	EDI Policy Statement Review (Global)	Women in Science & Engineering (WISE)	Investors in Diversity and Investors in People
13 actions completed in 2016	Recruitment Data Analysis (EDI in Recruitment Working Group)	Business in the Community's (BITC) Race at Work campaign	Business in the Community Gender and Race Benchmarks
41 actions planned for 2017-2018	Inclusive Conduct Project	Business Disability Forum (BDF)	Inclusive Employers Top 50
25 Groupwide EDI actions 2017-2018	Business Development materials audit	Global members of LGBT charity Stonewall	National Equality Standard (2018)

How and how come?

Further Impacts

Diversity Monitoring

Black History Month Promo 2015.

87%

of UK staff have shared their diversity data.

EDI Calendar

National dates recognised internally.

20+

dates marked from Yam Jam for Autism awareness week to World Culture Day Quiz.

Unconscious Bias

Pearn Kandola sessions for Board.

>800

staff trained through 'Lunch & Learns.'

Yammer

Six EDI focused discussion groups.

>520

members of the Advance Yammer group.



“We know that diverse teams build creativity and that inclusive workplaces support innovation. I’d encourage all colleagues, our suppliers and clients to get involved in EDI initiatives and take this opportunity to shape an equal, diverse and inclusive future for the business, our sector and communities.”

Keith Howells

Executive board chairman and CEO

