

CIOB EQUALITY DIVERSITY & INCLUSION ACTION PLAN* (2021-2022)

“Laying the Foundations”

The CIOB’s objectives, defined by our Royal Charter, include the promotion for the public benefit of the science and practice of building and construction. To help meet this objective, we have adopted our first equality, diversity & inclusion (EDI) Action Plan for a more representative sector and an inclusive and accessible built environment that improves the lives of all its users.

Beyond the terms of our Charter and the ethical imperative for EDI, we know¹ that diverse and inclusive organisations are more creative, productive and profitable. The evidence shows that they are more innovative and responsive to diverse customer needs and aspirations. Ambitious employers are recognising the need to attract and retain a diverse and talented pool of built environment professionals for the best chance of success in global markets. Research² also demonstrates that employees who feel valued for their contributions, rather than judged on personal characteristics, have higher levels of satisfaction and return employer respect with increased commitment and discretionary effort.

This action plan is a framework to deliver change, setting out activities to embed EDI across all CIOB functions for the period June 2021 to December 2022. The measures will include providing visible leadership on a national and international basis; recruiting a more diverse membership and better understanding their needs whilst ensuring that our educational materials and the events and conferences we host are inclusive and accessible. These initial activities will align with the life of the current CIOB Corporate Plan and lay the foundations for more ambitious, aspirational EDI objectives that will be an intrinsic part of the CIOB Vision for 2030.

At the CIOB, we understand that EDI is not a ‘zero sum game’. Promoting fair and equitable access to opportunities and inclusive practices will contribute to a stronger economy to everyone’s benefit, across and beyond the construction industry.

**IF YOU REQUIRE A COPY OF THIS DOCUMENT IN AN ALTERNATIVE FORMAT, PLEASE EMAIL:
INCLUSION@CIOB.ORG.UK**

¹ https://www.mckinsey.com/~/media/mckinsey/business%20functions/organization/our%20insights/delivering%20through%20diversity/delivering-through-diversity_full-report.ashx

² <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

*Working title to be agreed with our Board of Trustees in September

SUMMARY OF OUR OBJECTIVES:

No	Objective	Area	Status
1	<i>Provide visible leadership by promoting diversity and the benefits of inclusive practices across the construction sector</i>	Leadership & Governance	
2	<ul style="list-style-type: none"> • <i>Learn from our increasingly diverse global membership;</i> • <i>Promote EDI at a local level and with Tomorrow's Leaders</i> • <i>Work in partnership with company members to develop their commitment to EDI</i> 	Membership	
3	<i>Embed EDI into CIOB education and standards</i>	Education	
4	<i>Work with construction sector champions to demonstrate thought leadership on EDI policy issues</i>	Policy	
5	<i>Adopt an inclusive approach to marketing, communications and engagement activities that promotes the CIOB as welcoming to all</i>	Marketing & Digital	
6	<i>Provide construction managers with the tools they need to understand and embed inclusive practices</i>	The Academy	
7	<i>Embed a workplace culture that empowers all employees to achieve their full potential</i>	Our role as an employer	
8	<i>Promote equality, diversity and inclusion through a socially responsible approach to procurement</i>	Finance	

RAG Definition: **Green:** On course to meet stated target (no action needed); **Amber:** The target will not be met, but mitigating actions are in place to ensure delivery within reasonable timescales (monitoring required); **Red:** The target will not be met and corrective action is required by the project board (LT)

This summary table is accompanied by an internal detailed action plan that sets out how each objective will be achieved with responsible Directors, measurable outcomes and timescales identified. It will be updated on a quarterly basis and reported to the Leadership Team to facilitate the monitoring of progress.