

## **EDI Action Plan 2023-2028**

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 this 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 know<sup>1</sup> 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. Research<sup>2</sup> 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 2023 to December 2028. The measures will include providing visible leadership on a national and international basis; recruiting a more diverse membership and better understanding their needs; whilst embedding inclusive practices is a key element in our education and training materials and the events that we host. These activities will align with the life of the CIOB Corporate Plan (2023-2028) with ambitious, aspirational EDI goals that will be reported to the Board of Trustees on an annual basis.

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 built environment sector.

**IF YOU REQUIRE A COPY OF THIS DOCUMENT IN AN ALTERNATIVE FORMAT, PLEASE EMAIL:  
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<sup>1</sup> [https://www.mckinsey.com/~/media/mckinsey/business%20functions/organization/our%20insights/delivering%20through%20diversity/delivering-through-diversity\\_full-report.ashx](https://www.mckinsey.com/~/media/mckinsey/business%20functions/organization/our%20insights/delivering%20through%20diversity/delivering-through-diversity_full-report.ashx)

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

## Summary table

|   | Goal  | Area                    |
|---|---|-------------------------|
| 1 | <i>Provide visible leadership across the construction sector promoting the benefits diversity and inclusion at an international level</i>   | Leadership & Governance |
| 2 | <ul style="list-style-type: none"> <li>• <i>A diverse and inclusive international membership</i></li> <li>• <i>Diverse and inclusive representation at Hub and Regional levels</i></li> <li>• <i>Assist company members to develop their commitment to EDI</i></li> </ul> | Membership              |
| 3 | <i>Championing EDI in all education activities</i>  | Education               |
| 4 | <i>Influence policy makers and other key stakeholders on an international basis to promote a diverse and inclusive sector</i>   | Policy                  |
| 5 | <i>An explicitly inclusive approach to marketing, communications and engagement activities that promotes the CIOB as welcoming to all</i>   | Marketing & Digital     |
| 6 | <i>Provide built environment professionals with the tools they need to understand, embed and champion inclusive practices</i>   | The Academy             |
| 7 | <i>Be an employer of choice for all and 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                 |