



Improving Diversity and Inclusion

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Member, OGUK Diversity and Inclusion Task Force**

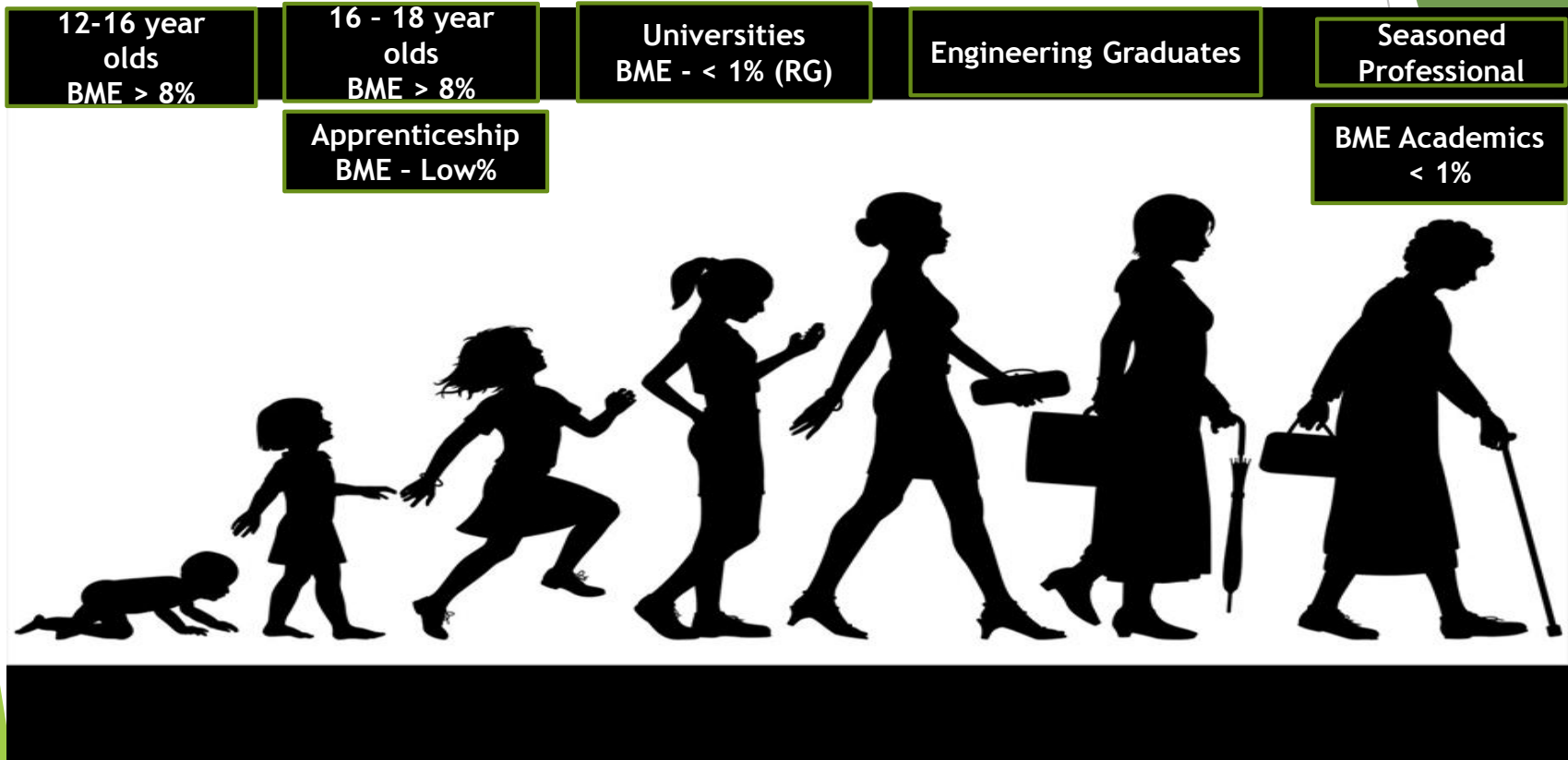
24TH November 2020

Who we are

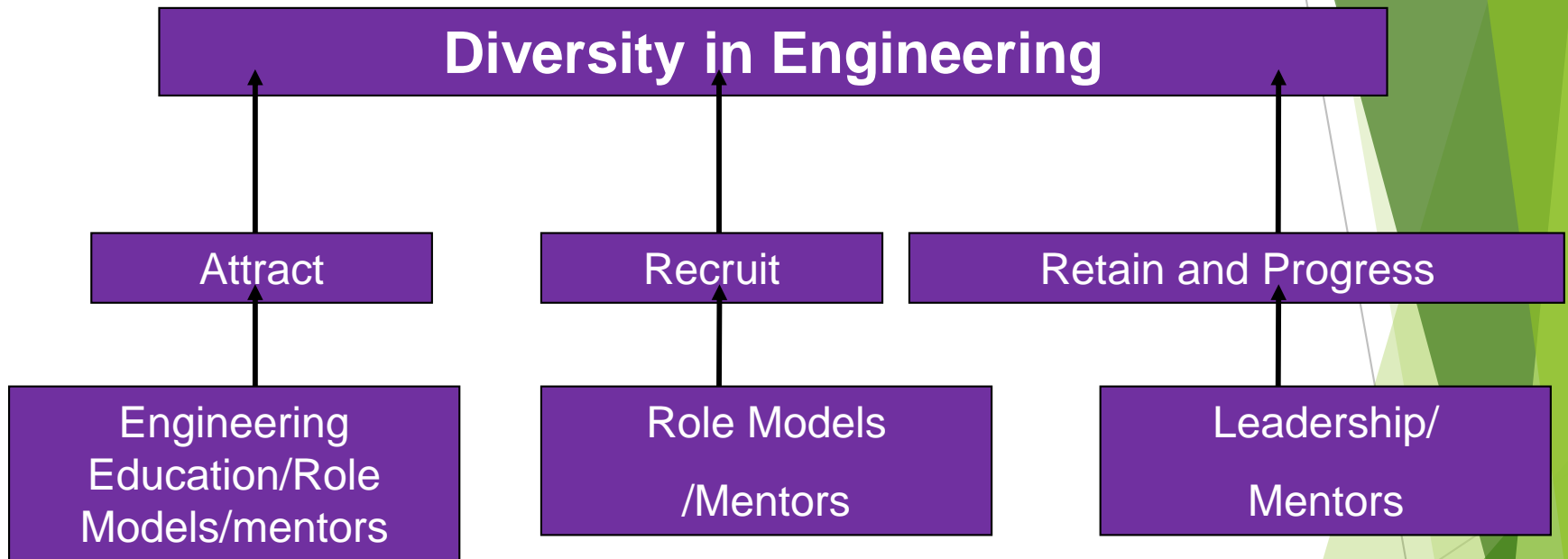
- A registered not for profit organisation.
- Reach of up to 1000 Engineers of all ethnicities across the UK.
- Only 9.0% of engineers are BAME



BME Engineering Flowchart



How do we achieve our goals?



Programmes

Transition/Real projects



Networking



Round Table/Chess Club



Mentoring



NextGen



Leadership



How to improve D&I

- ▶ Business Leaders - Do you really want this?
 - ▶ Accept facts about racial disparity
 - ▶ Listen to your BME employees; in the current climate this can be done effectively through virtual tea and talk sessions as well as employee engagement surveys.
 - ▶ Do not lump the experiences of all minorities and protected characteristics together
 - ▶ Don't assume that similar experiences are identical.
 - ▶ Establish a baseline
 - ▶ Create a strategy ties D&I into your companies' goals
 - ▶ Incorporate Social value into the awarding of contracts
 - ▶ Make a commitment to D&I, a core competency
 - ▶ Engage with the community

How to improve D&I (continued)

▶ **Majority Professional**

- ▶ Get informed - Netflix, Friendships, books
- ▶ Become an Ally - commit to lifelong learning and speak out

▶ **Minority Professional**

- ▶ Find an enabling environment by engaging with employee resource groups, if you don't have them create them
- ▶ Choose your battles

Story Board

Noah is now a professional member of @AFBE_UK and engineer @wsp and mentioned this when he came to support and inspire 6th former students from Southwark on Friday at a similar event to one he attended back in 2012. He has also supported at our Transition events in Leicester 6/7

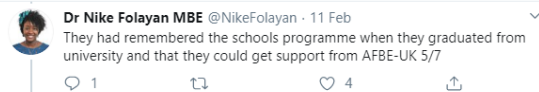
Dr Nike Folayan MBE @NikeFolayan · 11 Feb
They both attended Transition event in 2012 went in to secure jobs at @BAESystems plc support including mock interview preps by youtu.be/6XZrxnK6yu8 3/7



UK Transition: Employability Event



AFBE UK Transition: Employability Event 2018



Inspiring the Next Generation of Engineers!



Network of over **10000** individuals of **BME origin** across the UK from various engineering industries.

Chevron Inspire Future Engineers through NextGen

Chevron is aiming to inspire the next generation of engineers through its support for the NextGen programme, run by AFBE-UK Scotland, an Aberdeen-based not-for-profit organisation. In conjunction with Aberdeen City Council, to promote engineering as a career choice among young people.

The organisation's first NextGen event of 2016 recently welcomed around 50 people, aged between 9 and 10, to an event held at Kaimhill Primary School in Aberdeen.



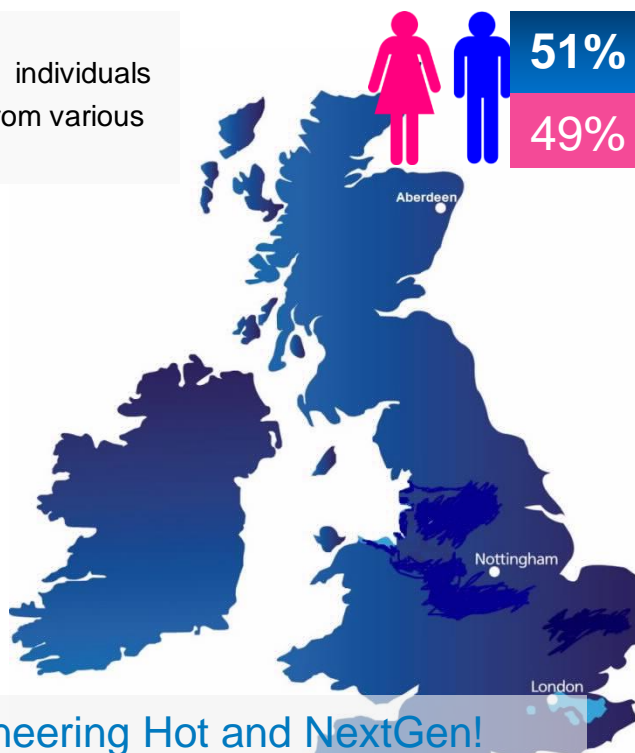
Engaged and partnered with over **33** employers and institutions in our programmes.



Making Engineering Hot and NextGen!

In **55** schools reaching over **3500** young people.

90% would consider engineering after participating.



51%

49%



Transition/Real projects

3500 University engineering students in

Aberdeen and London. 97% of Transition participants found the programme vital in building confidence and understanding of what becoming an engineer

entails. Over **70%** with job offers within 12 months!

Thank you

- **Contact Us**

- www.afbe.org.uk
- info@afbe.org.uk



AFBE-UK

https://twitter.com/AFBE_UK