

DiveIN

Take a plunge into diversity

Built
Environment
—
Smarter
Transformation

What is DiveIN?

DiveIN is a programme delivered by BE-ST to promote diversity and inclusion in the built environment. We have been collaborating with industry to provide valuable tools, provoke discussion and empower people.

The project's aim is to help create a more diverse and inclusive construction sector in Scotland to make it a fair and attractive sector to work in, and so ultimately meet the demand for skills needed to deliver zero carbon. The project, now in its second phase, is based on wide industry training and engagement designed to give it the tools needed to develop and embed impactful diversity and inclusion programmes.

Key stakeholders: Balfour Beatty, Equate and funded by the Workplace Equality Fund



The programme

The trainees: Balfour Beatty

Balfour Beatty is one of the largest construction and infrastructure companies in the UK. They recognised that change needs to happen internally and across the whole sector. Balfour Beatty are currently on a D&I journey and looking to create impactful change, specifically around ethnic minorities.

Change starts at the top

By undertaking training with Radiant and Brighter, the programme is targeting those in leadership roles at Balfour Beatty to start the change from the top of the organisation. Although change must occur at every level, leadership roles have the power to start making substantial changes in an organisation, from culture through to recruitment.

By targeting leaders and management, the programme aims to see a real impact within Balfour Beatty and the wider industry.



The programme

The trainers: Radiant and Brighter

Micheal and Pheona Matovu, founders of Radiant and Brighter, know first-hand some of the challenges ethnic minorities' experience in the UK. They themselves faced unemployment after migrating here due to the lack of support available to them.

They founded Radiant and Brighter to turn their focus towards training organisations and individuals to help provide support for migrant communities in Scotland. Now they have a long track-record of bringing D&I to large organisations, having run many successful programmes of bringing more minorities onboard some household names.

The organisation is supported by the Scottish Government Social Innovation Partnership fund and, in this programme with BE-ST, the Workplace Equality Fund.

The journey

5 workshops, 5 themes

BE-ST and Radiant and Brighter ran 5 sessions with Balfour Beatty on topics that would take the participants on a journey through areas of diversity and inclusion, expand their views and challenge their beliefs and biases.

They were asked about their experience with D&I before, and were encouraged to reflect and feedback on each stage of the journey.

Getting people talking

Radiant and Brighter believe that honest, open and direct conversations around these areas plant the seeds needed for change beyond the workshops.

Participants overwhelmingly shared the specific areas where they felt they had learned something.

Ethnicity,
Diversity and
Equality



Implicit Bias



Engagement with
Diverse
Communities and
Cultures



Cross-culture
Communication



Anti-
Discrimination,
Inclusion and
Anti-Racism

"We need to continue to share knowledge and educate people to understand the role we all have to make society fairer."

"I have had some conversations with the team about this topic since the training so I suppose that encourages the promotion of the topic."

"I am very much more aware of different types of unconscious bias now."

"Great to talk openly. My circle isn't very diverse so fully intend to find a podcast to address that."

"I need to go away and challenge myself to engage with communities from minority backgrounds so that I get more comfortable with language and my behaviour."

"It will make me represent Balfour Beatty in a more positive way."

"An insight into lived experiences. Thinking about everyday words around D&I differently i.e. anti racism and what true allyship would mean."

Case study:



Carol Milligan
Finance Director



Naila Akram
Head of Social Impact

A conversation with two leaders at Balfour Beatty

We sat down with Naila Akram, Head of Social Impact and Carol Milligan, Finance Director, at Balfour Beatty to find out more about their experience with the training and its impact so far.

"An eye opener"

Naila and Carol were part of the first Balfour Beatty cohort of Radiant and Brighter's training. Balfour Beatty wanted to take tangible action on addressing barriers to diversity and engagement and this training was one of the first steps in that broader strategy.

Sessions consisted of a reflection on the previous topic, input on the new one, and interactive break out rooms. Hearing Micheal and Pheona (Radiant and Brighter) share their lived experiences as minorities in Scotland was eye opening, according to Carol, and they were perfect for facilitating the training.

One of the other impactful aspects of the training, they said, is because they weren't taking the training with strangers: they were sharing experiences with the people they work closely with, opening the floor to more listening and close-to-home truths. After the training, Naila and Carol reported having conversations about D&I with colleagues outside the meetings and seeing people become more confident in their day-to-day.

"A 10 hour investment into making the job easier"

When asked why they did the training from a business perspective, the main benefit they saw was positioning Balfour Beatty in a better position to attract new and better talent.

But they also saw the benefit on-the-ground in actually making their jobs easier by having more understanding, empathy and communication between one and other. Before the training, both Carol and Naila felt intimidated by the 10 hour course-time. After the training, they saw the time well-spent as an investment in themselves and the business, and are looking to do more. They are now hoping to take the training to site managers next, bringing this approach to the "legs of the octopus" at Balfour Beatty.

The feedback*

75.00%

said this was their first D&I training

90%

said this was their first one focusing on race

87%

said the course equipped them to better encourage and promote equality and diversity in the workplace

100%

felt more equipped to better identify non-verbal communication from diverse cultures

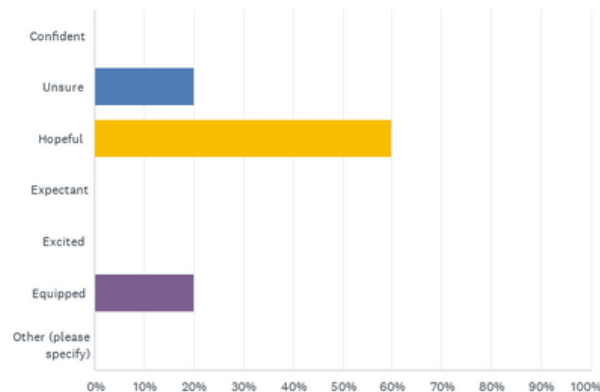
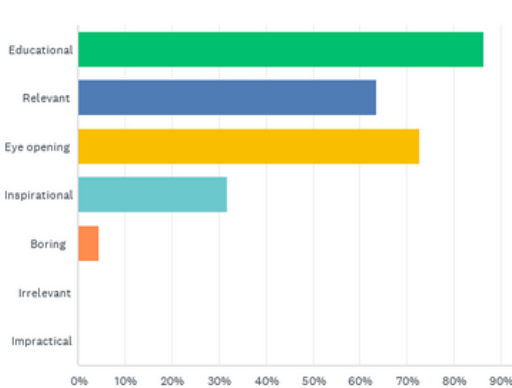
100%

said it increased their understanding of unconscious bias



Feelings about the course

Feelings at the end of course



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