



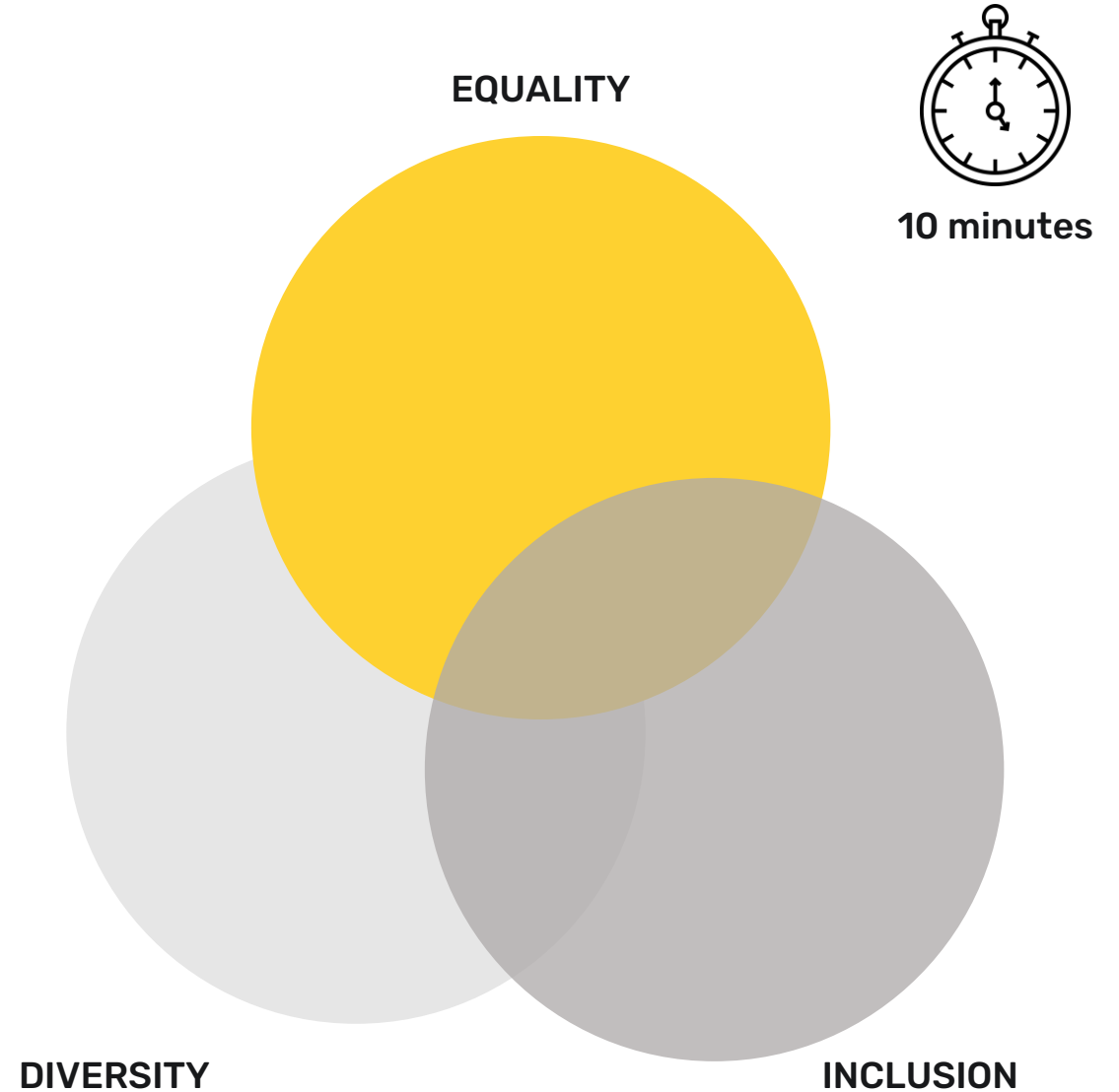
Equality, Diversity & Inclusion

Discussion Workshop

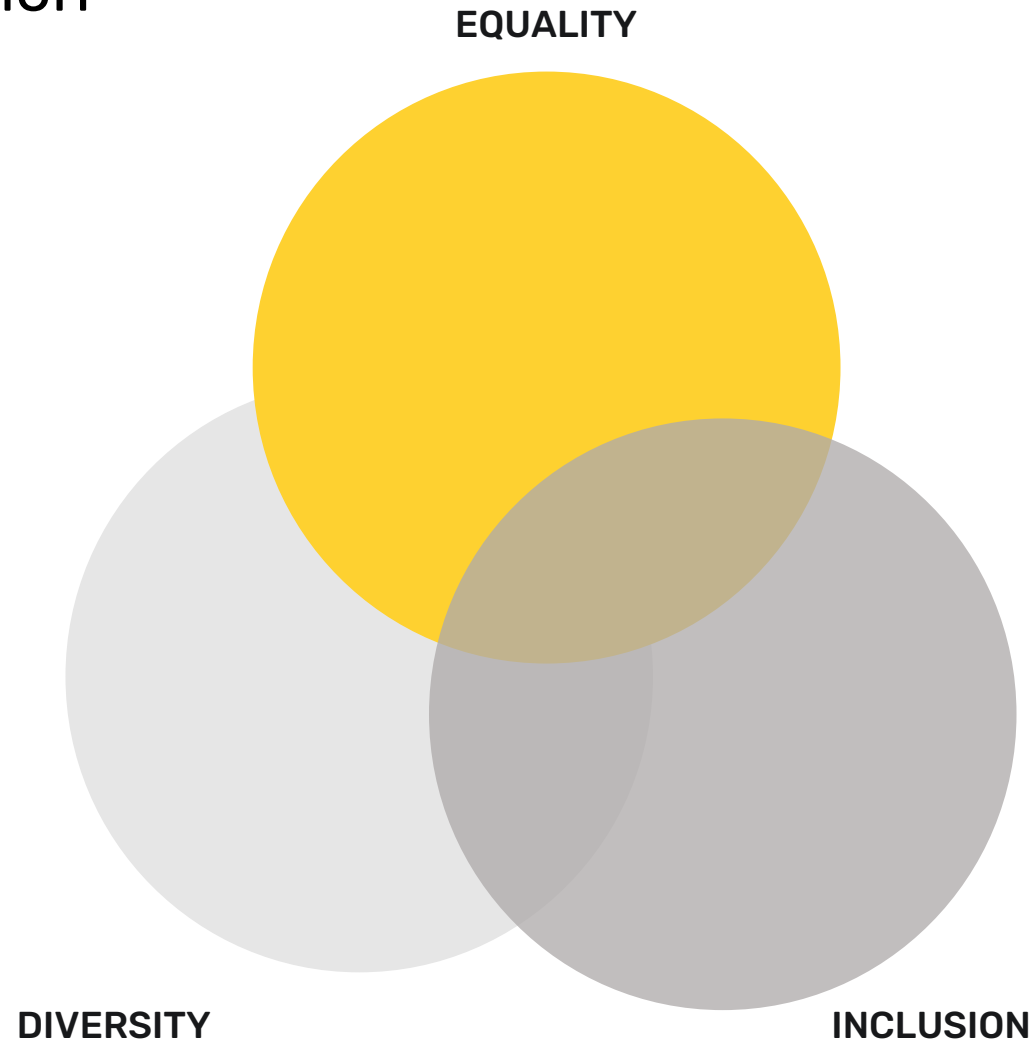
In partnership with Kier

What does Equality, Diversity and Inclusion (EDI) mean to you?

- Take a couple of minutes to write down what 'equality', 'diversity' and 'inclusion' means to you.
- Then we will get into pairs to share our thoughts?
 - Were there any similarities?
 - Differences?
 - Surprises?
- We will then hear a few comments from some pairs.
- This will take about 10 minutes.

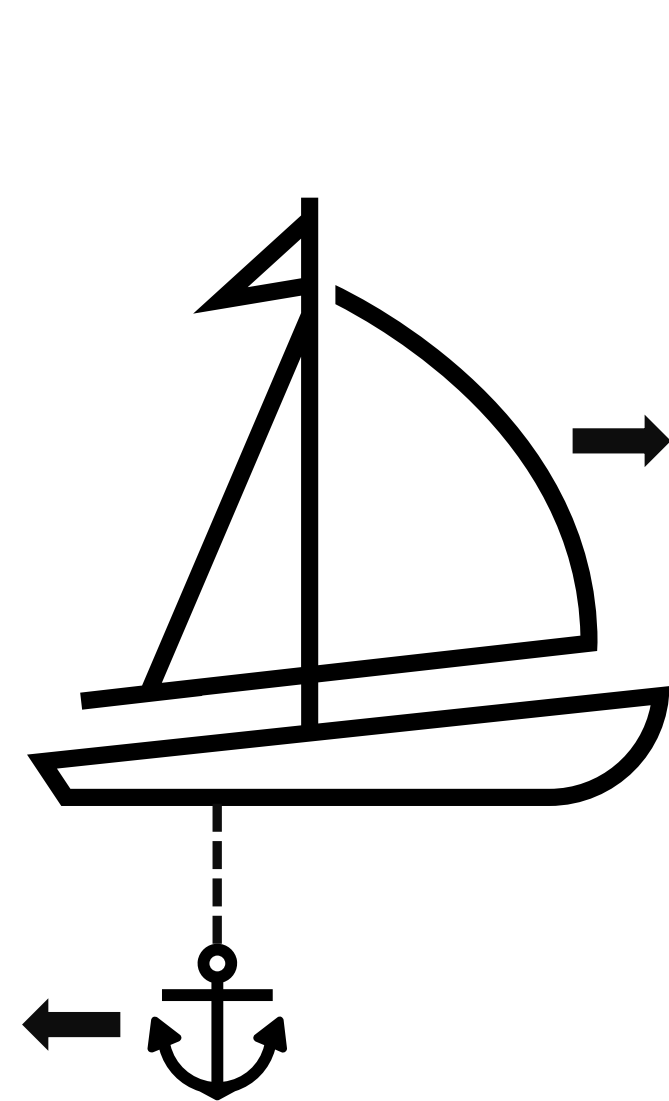


What does Equality,
Diversity and Inclusion
(EDI) mean to you?



What is pushing us forward? What is holding us back?

- Take a few moments individually then as a group to explore:
 - What is holding us back?
 - What is driving us forwards?
 - What are the opportunities?
 - What are the challenges?
- Lastly, what action/initiative could change what is holding us back into something that pushes us forward? What could change a challenge into an opportunity?
- This will take about 30-40 minutes.



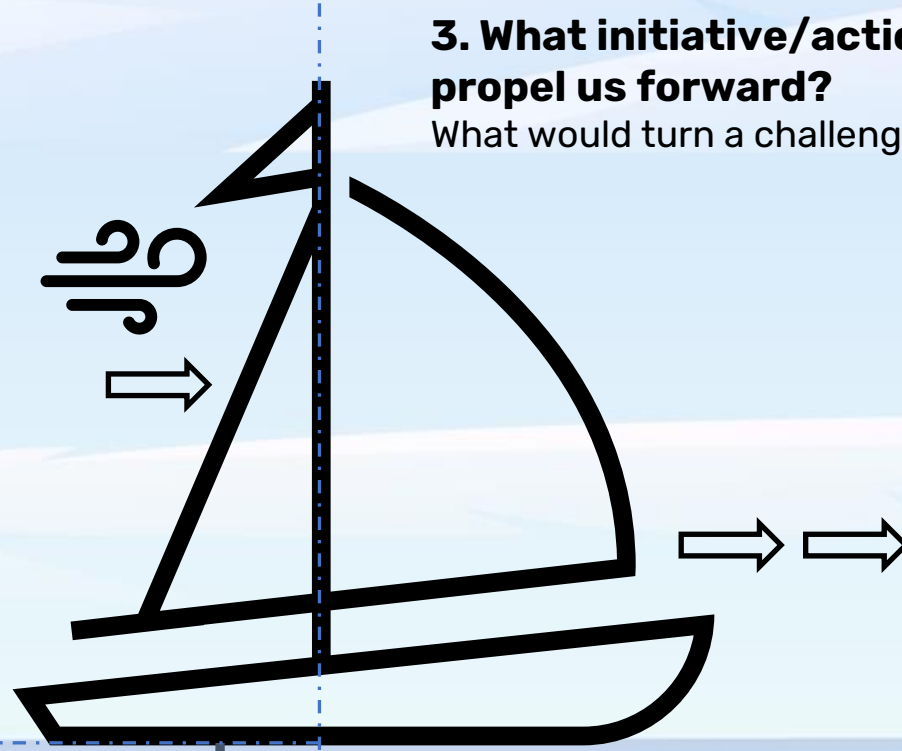
40 minutes

1. What is pushing us forward?

What are your opportunities?

3. What initiative/action could be introduced to propel us forward?

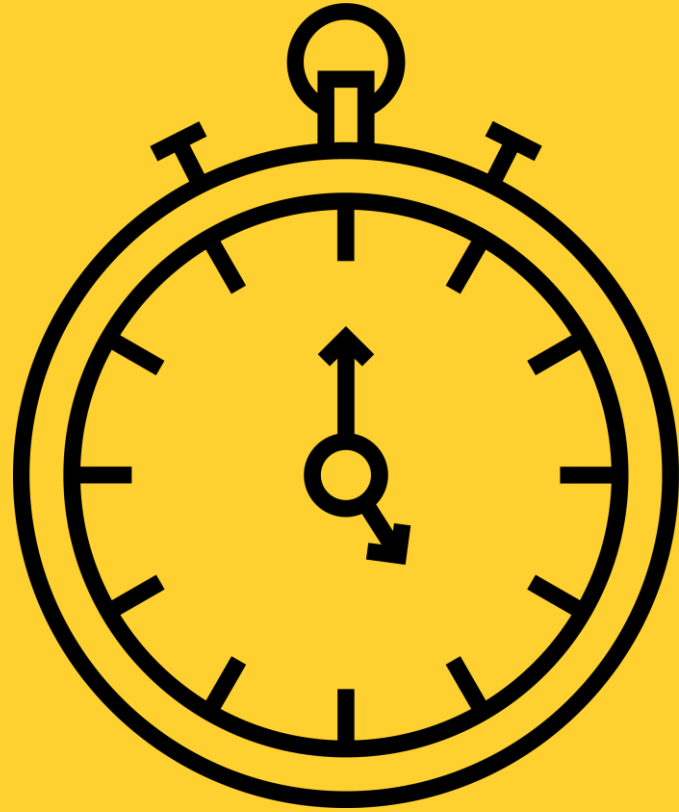
What would turn a challenge in to an opportunity?



2. What is holding us back?

What are your challenges?

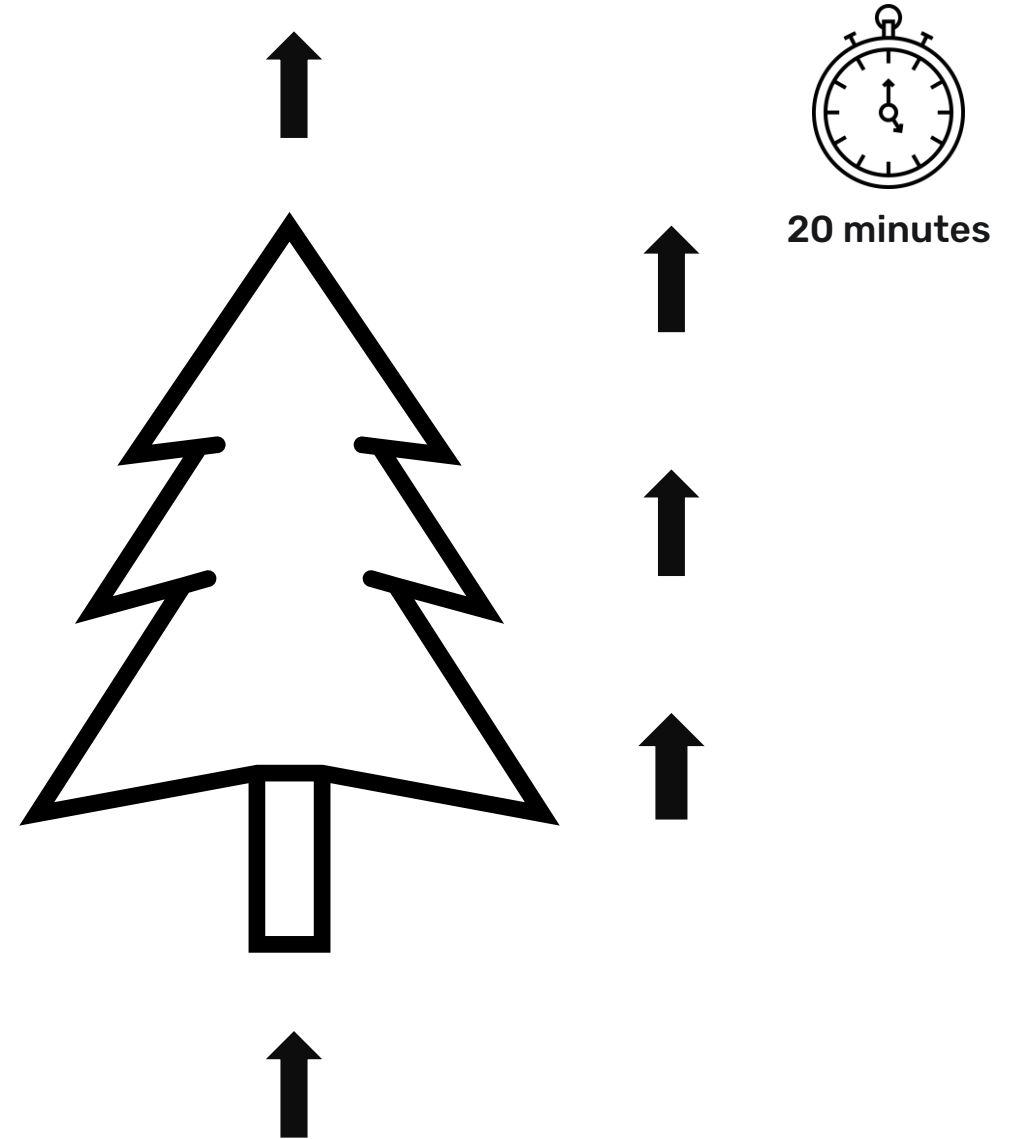
What is pushing us forward? What is holding us back?



10 minute break

Ongoing Initiatives...

- In groups, let's explore an action and break it down into steps:
 - What should this action do for you?
 - What is the first step?
 - What should it look like for you in a year? 2 years? 5 years?
 - What needs to be done to make it grow?
- For example – if we were to introduce flexible working, what does this mean to you?
- This will take about 15 minutes then we will share to the other group for approx. 15 minutes.



Action Tree

Select an action and let's explore steps to make it grow:

- What must this action do for you?
- What is the first step?
- What should it look like for you in a year?
2 years? 5 years?
- What needs to be done to make it grow?

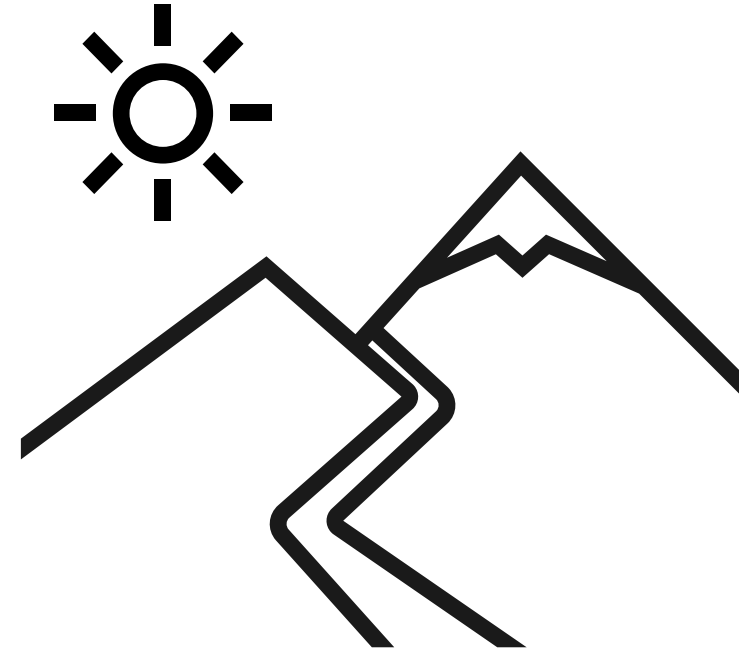


How do we make our action tree grow over time?

Closing Thoughts

Role Model Advice...

- As a role model, what would be your advice to people joining the industry?
- Please share 3 pieces of advice or more from your journey so far up the mountain.
 - How did you take your first step?
 - What have you learned from one step to the next?

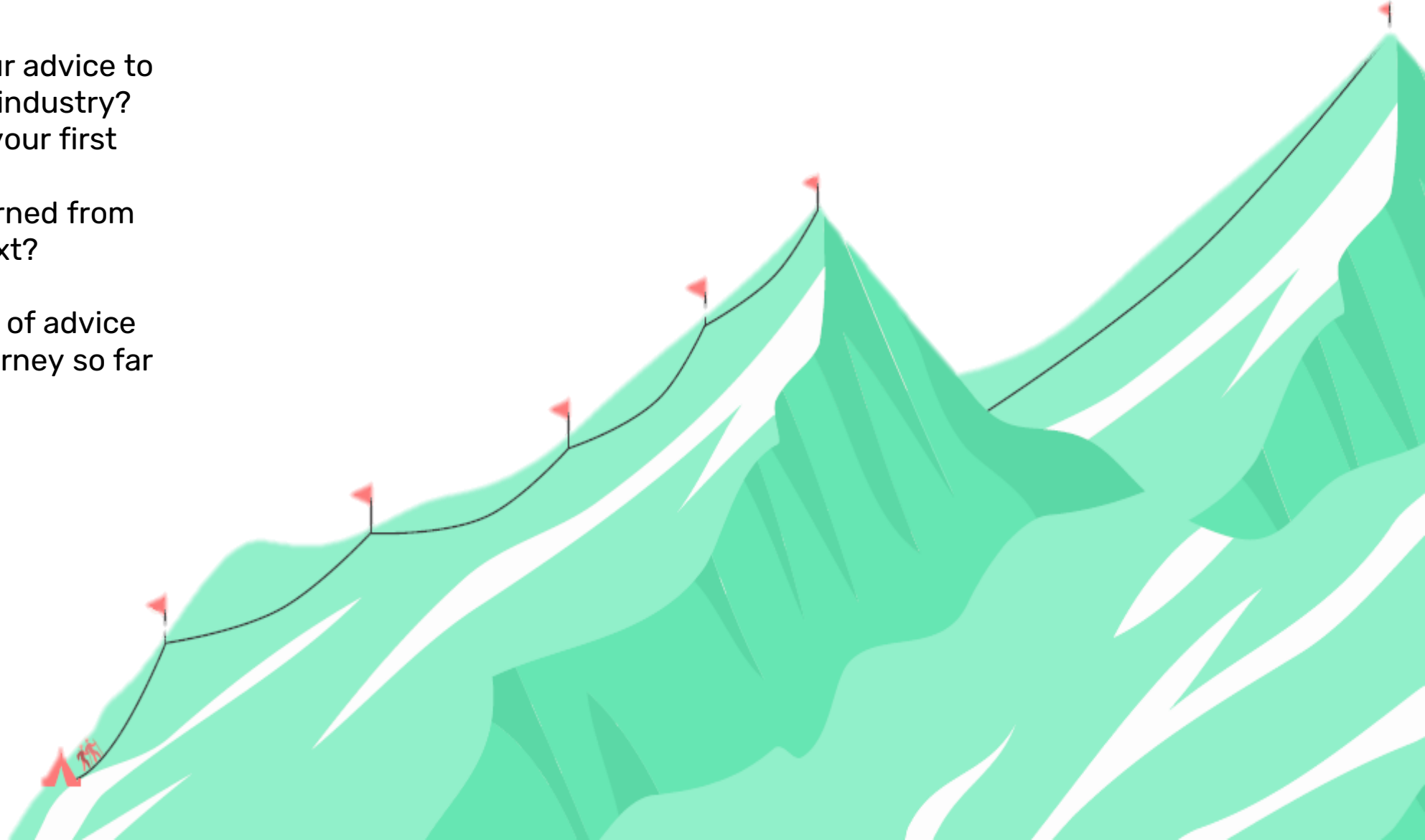


10 minutes

Role Model Journey

- What would be your advice to people joining the industry?
- How did you take your first step?
- What have you learned from one step to the next?

Please share 3 pieces of advice or more from your journey so far up the mountain?





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ENVIRONMENT
CHANGEMAKERS