



# DiveIN

PROMOTING DIVERSITY & INCLUSION  
IN THE BUILT ENVIRONMENT



## PROJECT



# 12

 Events  
Months

### Why Dive In?

At the current rate of progress, construction won't achieve gender equality until 2194.<sup>1</sup>

Only 6% of the UK construction workforce are from an ethnic minority background.<sup>2</sup> We must address this slow progress and become more multigenerational, culturally diverse and accessible to all.

### How?

We are delivering a programme of 12 events over 12 months to promote diversity and inclusion in the built environment. Over the year we aim to collaborate with industry to provide valuable tools, provoke discussion and empower people.

As part of this, Equate Scotland is delivering free live training to help companies become more accessible, open and inclusive.

### Benefits

- More competitive construction companies
- A more diverse and skilled workforce
- Sharing tools for companies to help step change and attract diverse talent.



The programme launched on 26/01/21 with great reception, a 4.3 out of 5 star rating.



Equate delivered 2 training sessions in February, giving organisations free training on inclusive [culture](#) & [recruitment](#).

### Key takeaways from our 1st session:

- 58% of our attendees said they understand the importance of diversity and inclusion but still have work to do
- 35% had enhanced their focus on diversity and inclusion in the previous 12 months
- We need to attract more people into the sector: embracing diversity and inclusion makes the built environment fairer and more appealing

## END GOAL

A more inclusive built environment

[Get involved](#)



1. Construction Trade Union, GMB

2. Gen Analytics, Building Greater Diversity & Inclusion in the Construction Sector, January 2019.