DIveIN

Take a plunge into diversity

Built
Environment
—
Smarter
Transformation

Our sector won't achieve gender equality until 2194

We must address this slow progress and become more multigenerational, culturally diverse and accessible to all.

Embracing diversity and inclusion makes the built environment fairer, more appealing and helps ensure a brighter future.

Why DIveIN

At the current rate of progress, construction won't achieve gender equality for over 170 years. And only 6% of the UK construction workforce are ethnic minorities. We must address this slow progress to become more multigenerational, culturally diverse and accessible to all.

Diversity and inclusion benefits everyone, including your company. By creating a more inclusive, open and welcoming culture, you attract more talent to join your organisation - and encourage them to stay with you once they do.

How D&I helps keep your head above water:

BE more competitive	Attract varied skills & diverse talent	Gain a better reputation

Improve innovation and ideas	Build better business performance

Impact on industry

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

Toolbox talks

Give inequality a good talking to

Our toolbox talks are a library of information that is freely available to all within construction to help grow their diversity and inclusion programmes on site. We know that there is a long way to go in construction to become a diverse and inclusive sector and a culture change is required, including recruiting a more diverse team to allow for a more productive and innovative sector. So being able to have these conversations on site daily is a step in the right direction.

The resources available on our website are for SME construction companies looking to create safe spaces to have these discussions as part of their daily toolbox talk.

It is a library for all team members to use and we encourage team members from all parts of the organisation to get involved.

Events so far

- Launch event

- Addressing the gender imbalance in construction - workplace culture

- Addressing the gender imbalance in construction: inclusive recruitment

- Building a Diverse and Inclusive Workforce

- Thinking differently: the opportunity from diversity

- DIveIN Discussions - Steve Radley, CITB

- DIveIN Discussions - Teik Tan, Balfour Beatty

A new wave

Kirsty Duncan

The new phase, run in partnership with Radiant and Brighter Community Interest Company, already has the backing of building giant Balfour Beatty.

DIveIN Two is one of 13 projects that successfully applied to the Scottish Government's Workplace Equality Fund, driving forward Scotland's Fair Work Framework. First Minister Nicola Sturgeon first launched the fund in 2018 and it is designed to ensure that everyone – irrespective of disability, gender, age, or race – can fulfil their potential and improve Scotland's economic performance as a result.

The two-year project will train 50 or more senior leaders and managers through webinar technology focusing on Fair Work, No One Left Behind and Race Equality Framework.

DIveIN aims to help embed diversity and inclusion across the industry with a focus on minority ethnic workers. We hope to reach out to other leading construction firms creating an impact across Scotland.

Balfour Beatty taking the lead

We are working with Balfour Beatty, one of Scotland largest infrastructure and construction companies, to help educate around ethnic minorities in the workplace.

We hope others within the built environment sector will join and be part of creating a more inclusive and diverse space.

"By targeting leaders and management within the built environment, we are aiming to see a real impact" - Kirsty Duncan

DIveIN

Interested in having your company DIveIN?

Contact Kirsty Duncan @ kduncan@be-st.build

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