

# DIVERSITY AND INCLUSION IN INFRASTRUCTURE

**We surveyed 85 hiring managers and 294 professionals from the infrastructure sector on diversity and inclusion in the workplace. Of our professional respondents, 28% were female and 72% were male.**

## DIVERSITY AND INCLUSION MATTERS

Almost one in five (17%) would turn down a job that failed to promote diversity at work.




The survey reveals that a large majority of infrastructure professionals value diversity and inclusion policies when considering a new job.

40% say these are 'very important' to their job search, with another 44% rating them as 'somewhat important.'

More than half (54%) of infrastructure professionals are more likely to consider a job that promotes strong diversity and inclusion policies.

Women are also less likely to feel they work in a diverse environment. 23% of women agreed that their workplace lacks diversity, compared to only 12% of men.

### How important is an organisation's diversity and inclusion policies when looking for a new job?

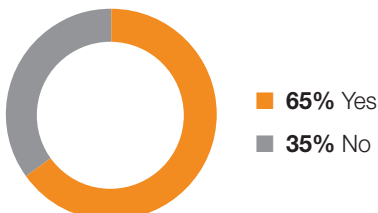
Very important		40%
Somewhat important		44%
Not important		16%

## PROMOTING DIVERSITY AND INCLUSION

96% of employers believe that diversity and inclusion policies are either 'very important' or 'somewhat important' to job seeking professionals.

Yet the survey shows that over a third of organisations do not promote diversity and inclusion policies when advertising new roles.

### Do you actively promote diversity and inclusion when advertising a new role?



While 40% of hiring managers are confident that no employees have left because of a lack of diversity and inclusion policies, 54% simply do not know.

## DIVERSITY HELPS RETAIN GOOD STAFF

43% of professionals say they would be less likely to leave their employer if diversity and inclusion policies were actively promoted at work.

However, more than one in every ten professionals (13%) claim these policies are never communicated. On top of this, one in every three (36%) feel their employer is not fully committed to promoting diversity at work. Nearly half of professional respondents working for companies with at least 200 employees say diversity policies are never or only infrequently communicated. While 90% feel their workplace is age and ethnically diverse, only 65% claim their organisation is gender diverse.



of professionals say diversity and inclusion policies are never communicated



of professionals say diversity and inclusion policies are sometimes promoted



of professionals say diversity and inclusion policies are actively promoted

## IS DIVERSITY AND INCLUSION A FOCUS IN THE WORKPLACE?

Positively, almost two thirds of employers (59%) feel that diversity and inclusion is completely integrated into the business strategy.

However, 14% of employers admit their organisation has no focus on creating an environment where those from diverse backgrounds can contribute and develop, while 27% reveal that diversity and inclusion policies only exist for compliance purposes.

### Do you feel your organisation is focused on creating an environment where people from diverse backgrounds can contribute meaningfully and develop professionally?



of hiring managers say there is no focus on diversity and inclusion



of hiring managers say diversity and inclusion is a compliance agenda only



of hiring managers say diversity and inclusion is completely integrated into their business strategy



### WHO IS RESPONSIBLE FOR PROMOTING DIVERSITY AND INCLUSION AT WORK?

Both professionals (91%) and hiring managers (94%) agree that action on diversity and inclusion policies should be driven from the top.

However, while two-thirds of employers (65%) feel that HR teams share responsibility for driving diversity, less than half of professionals agree.

#### Who do you think should drive diversity and inclusion policies in your workplace?



91% The leadership team  
46% HR  
31% Passionate individuals



94% The leadership team  
65% HR  
41% Passionate individuals

### WHAT DRIVES DIVERSITY AND INCLUSION?

Company culture is identified as the leading driver of diversity and inclusion for both employers (81%) and employees (61%). Yet whereas employers listed flexible working as the second most important driver, employees ranked equality in promotions (59%) ahead of flexible working (44%), demonstrating the importance of equality of opportunity in the workplace.

Perhaps surprisingly, a larger proportion of men (61%) feel company culture drives diversity and inclusion than women (58%). Furthermore, 26% of men agree that mentoring and coaching promotes diversity at work, compared to 19% of women. On the other hand, women (47%) are more likely to say that flexible working helps encourage diversity in the workplace than men (43%).

#### What do you believe is most important to driving a diversity and inclusion focus in the workplace?

MOST IMPORTANT		
	Employers	Employees
Company culture that values and encourages differences of perspective and opinion	81%	61%
Flexible working arrangements	79%	44%
Equal promotion opportunities	71%	59%

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