



Shifting the dial:

5-year equality, diversity & inclusion strategy

Foreword

As Chief Scientific Adviser for the Department for Transport I warmly welcome the work that CIHT is doing on Equality, Diversity and Inclusion.

The priorities set out in this EDI strategy capture some of the key issues facing our sector. To bring about real change, we need to work together. This will require collaboration, education and a re-positioning of the sector so that we become an attractive career choice for people from all backgrounds. Through its strategy, CIHT plans create a focal point where partners, stakeholders and members can exchange ideas, share examples of successful initiatives and benchmark sector-wide progress. The Institution is taking a lead by reviewing its own processes and procedures to make sure that it remains a membership organisation accessible to all.

You will be aware that the sector is facing major challenges, not least the pressing need to mitigate

the effects of climate change and continuing skills shortages. To rise to these challenges, we need to grow the workforce so that we have sufficient skilled people who understand the needs of different transport users and can develop practical solutions that work for everyone. In short, our people and their diverse talents are the key to sector-wide success.

I strongly encourage you to engage with CIHT to find out what you can do to support the delivery of its EDI strategy over the next five years. Together I'm sure that we can make a difference.

Professor Sarah Sharples

BSc (hons), MSc, PhD, PGCAP, CErgHF, FIET

Chief Scientific Adviser, Department for Transport

About CIHT

The Chartered Institution of Highways & Transportation (CIHT) provides strategic leadership and support to help our members develop, deliver and maintain sustainable solutions for highways, transport infrastructure and services.

CIHT is a chartered professional body for those working in highways and transportation.

We support our members throughout their careers by providing:

- ✔ industry-recognised training and qualifications
- ✔ professional standards
- ✔ research and business information
- ✔ leadership on key transportation related issues

We have members across the world, working in the public, private, academic, research and not-for-profit sectors.

CIHT is the only body to offer the full range of professional transportation qualifications including Chartered Engineer, Incorporated Engineer, Engineering Technician, Certificate of Competency in Road Safety and, uniquely, Chartered Transport Planning Professional.



These qualifications ensure that our members work to high professional standards on behalf of the societies we serve.

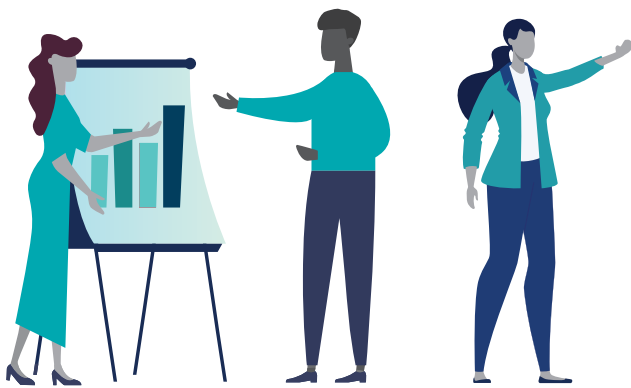
We have a network of valued partner organisations – representing the private, public, research and education sectors – that support and collaborate with us in our work and align to our values.

Our work is governed by our Royal Charter. Our object states that we exist:



Introduction and context

CIHT aims to harness its position as a strategic influencer and leader in the highways, transport infrastructure and services sector to shift the dial significantly on Equality, Diversity and Inclusion (EDI).



Based on research with members and stakeholders, we have developed an EDI Strategy and 5-Year Action Plan which will:

- ✔ **Build on our achievements to date to drive the EDI agenda more consistently and with greater pace within the membership and across the sector**
- ✔ **Change the public perception to support a greater diversity of entrants into the sector**
- ✔ **Collect and analyse qualitative and quantitative EDI data to monitor progress and redefine priorities over time**
- ✔ **Be transparent about challenges as related to EDI and accountable on reporting progress internally and externally.**

What do we mean by EDI?



Over-arching EDI strategy



Track and Monitor Progress

Benchmark, track, measure and report on internal and sector diversity data – setting targets and analysing trends. Annual reports and updates shared with members and partner organisations



Influence

Recognised as an EDI industry influencer



Collaborate

Facilitator of cross-sector EDI initiatives to drive greater impact across the sector



Educate

Inclusive education for CIHT members and wider sector partners - building EDI awareness in its broadest sense and ownership over EDI progress across the industry



Communicate

Launch and communicate the CIHT EDI strategy

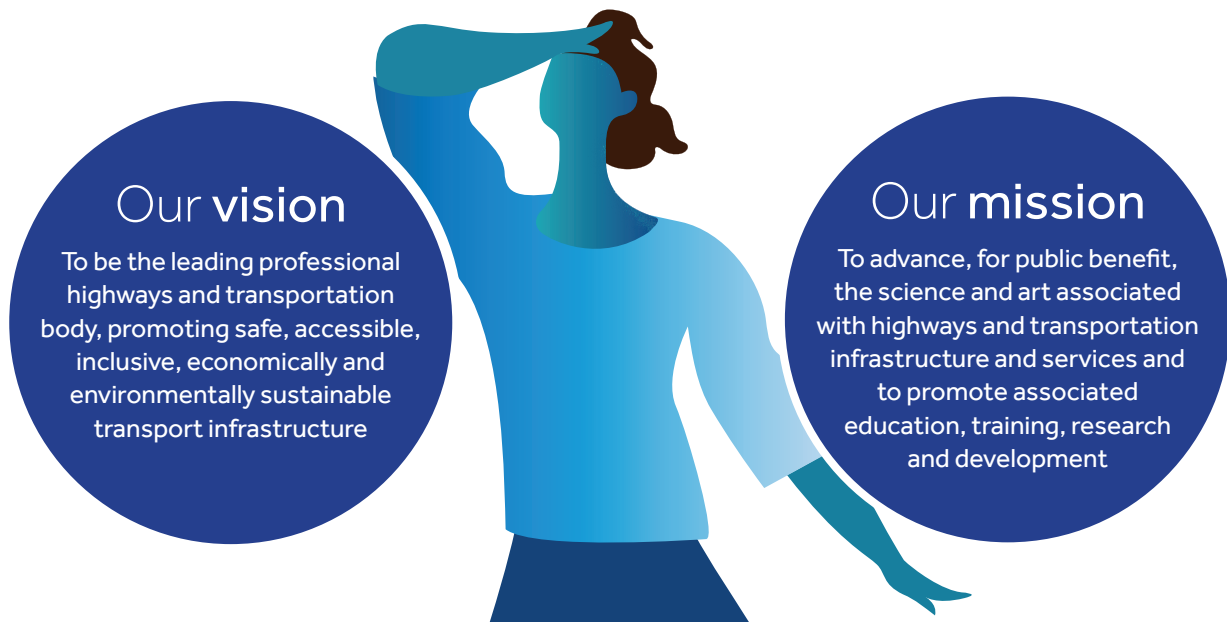
2022 2023 2024 2025 2026

Building on foundations

Engaging the industry

Achieving meaningful change

Alignment with CIHT vision, mission and values



Our values



Professional

An effective, high-performing and ethically focused Institution that has integrity, acts impartially and strives to do the right thing, in a fair and responsible way



Inclusive

An accessible Institution that values equality, diversity and inclusion by supporting all our members, regions, national and international working groups and committees



Collaborative

A membership body that engages with our stakeholders, supports common interests and informs and influences decision-makers



Progressive

An ambitious and innovative Institution committed to positive change

Anchoring our beliefs about EDI in our values system provides high visibility and continuous reinforcement for our members and partner organisations. CIHT believes in the power of inclusion and a commitment to making a difference through being a key influencer of the EDI agenda within the membership and across the transport and infrastructure sector.

Our EDI strategic priorities and values alignment



SP1

Embed EDI as integral to the vision and mission of CIHT through encouraging wider member participation in all aspects of governance and ensuring there are no barriers to membership and professional education.

SP2

Become recognised as the EDI leader in the sector, influencing culture, behaviour and EDI best practice with regard to inclusive design and placemaking.

SP3

Use diverse role models and best practice examples to change the perception of the sector and support an increase in representation across all areas of diversity.

SP4

Improve and increase inclusive EDI education opportunities through CIHT, in addition to ensuring inclusivity of skillsets for the future.

SP5

Drive impact across the industry through facilitating collaboration with key partners, peers and SMEs to support sector-wide EDI progress.



5 Year strategy overview

YEAR 1

2022-2023

- ✔ Introduce dedicated staff resource for EDI
- ✔ Publish strategy and action plan
- ✔ Identify EDI champions and role models to support roll-out of EDI strategy to members and the sector and encourage buy-in
- ✔ Update EDI charter and re-affirm signatories' commitment to affecting change in the sector
- ✔ Launch bi-annual EDI sector survey
- ✔ Publish first annual EDI report to members

YEAR 2

2023-2024

- ✔ Set and monitor EDI KPIs for membership and professional registration
- ✔ Further develop CIHT data collection and management system to track EDI progress against targets
- ✔ Launch EDI education hub on CIHT digital learning platform
- ✔ Conduct bi-annual review with EDI Charter signatories
- ✔ Schedule membership marketing campaigns to coincide with national EDI campaigns
- ✔ Publish annual EDI report to members

YEAR 3

2024-2025

- ✔ Update and expand training material on EDI education hub content
- ✔ Update and relaunch employer toolkit
- ✔ Support universities and colleges to promote EDI principles and practice to students
- ✔ Explore opportunities for closer collaboration with small and medium enterprises to identify and promote best practice on EDI
- ✔ Run bi-annual EDI sector survey
- ✔ Publish annual EDI report to members

2022-2024
Building on foundations

2023-2024
Engaging the industry

2022

Monitor and measure progress; adapt strategy and action plan as needed to drive impact and influence

YEAR 5

2026-2027

- ✔ Expand efforts and continue the process of evaluating progress and impact, and influencing the EDI agenda across the sector
- ✔ Identify further research and thought leadership opportunities
- ✔ Conduct strategic review of outcomes and deliverables and produce report on achievements of aims in 5-year plan
- ✔ Set priorities for next 5 years
- ✔ Run bi-annual EDI sector survey Launch cross-mentoring scheme
- ✔ Publish annual EDI report to members
- ✔ Annual review and update of toolkit

YEAR 4

2025-2026

- ✔ Expand guidance and support to influence service delivery
- ✔ Engage with members outside the UK to ensure that CIHT advice and guidance includes international EDI best practice
- ✔ Develop and pilot reciprocal cross-sector mentoring scheme with partner organisations
- ✔ Develop partnerships with national and regional organisations supporting under-represented talent
- ✔ Conduct bi-annual review with EDI Charter signatories
- ✔ Publish annual EDI report to members
- ✔ Annual review and update of toolkit

2024-2026

Achieving meaningful change

2026



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