



Hollie Cregan:
Head of Equality,
Diversity & FIR



FAIRNESS INCLUSION & RESPECT



2023 - What We've Done:

- Achieved Investors in Diversity accreditation
- Working with strategic partners - CIHT, National Highways
- Established Women's network
- Inclusive leadership and behaviours training
- Increased FIR ambassador network
- Female leadership programme
- Established steering and working group
- Quarterly campaigns



Investors
in Diversity
Award

Achieved.
Valid Until
July 2024



CIHT Diversity
& Inclusion
Charter

FAIRNESS INCLUSION & RESPECT



Making it Happen: *2024 Key Targets & Priorities*

- Leadership training/workshops
- EQIA training
- Develop employee networks
- Implement the Disability Confident review actions
- Increase opportunities to work with under-represented groups
- Benchmarking - Review of metrics/measures of success



Leaders
in Diversity
Award

Working
Towards

NETWORKS AND CHAMPIONS



- Women at GRAHAM network
- FIR ambassadors
- Female health champions
- Annual campaigns
 - Disability awareness
 - National inclusion week
 - Black History month
 - PRIDE



FIR delivering on **GRAHAM** People Goals



more female applicants



more females in STEM roles



increase in female promotions



more females undertaking leadership development



more females in senior roles



increase in female retention



Inside the minds of our **GRAHAM** female colleagues



From the heart...

