



RSK

RESPONSIBLE
SUSTAINABLE
KNOWLEDGEABLE

EQUALITY, DIVERSITY AND INCLUSION

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Protected characteristics



Marriage or
civil
partnership



Gender
reassignment



Disability



Age



Sexual
orientation



Sex



Religion, belief
or no
religion or belief



Race or
ethnicity



Maternity or
paternity

DIRECT DISCRIMINATION

You are treated worse than another person or other people because

- you have a protected characteristic
- someone thinks you have a protected characteristic
- you are connected to someone with a protected characteristic

INDIRECT DISCRIMINATION

A policy, practice or criterion that applies in the same way for everybody but disadvantages a group of people who share a protected characteristic.

- Job Descriptions
- Recruitment Posts

Why is it Important to Transport Planning and Civil Engineering

- *Everyone uses transport and civil engineering, but it may be differently.*
- *Global economy*
- *Balance of views*
- *Inclusivity*
- *Loss of ageing resource*
- *Lack of new entrants*

What are the Barriers to Entry

- *Lack of awareness of opportunity*
- *Lack of industry wide strategy*
- *Lack of inclusivity and acceptance*
- *Poor perception of the skills*
- *Long term engagement over time and note just starting now.*
- *Part time and flexible roles*

SCP/RSK

Unconscious bias and
How We Challenge It to
Improve our Industry

EDI Activity Starter

AFFINITY BIAS

Favouring people who share the same background and who look and sound like 'one of us'. This is key in our industry as we need to broaden our resource base with different views and backgrounds.

SOCIAL COMPARISON BIAS

Having feelings of dislike and competitiveness with those who we perceive to be better than us

GENDER BIAS

Preference or prejudice towards one gender, which as an industry we need to address

INGROUP BIAS

Tendency to favour our 'own group' over that of others, ignoring its faults and magnifying those of other groups

OBSERVATIONAL SELECTION BIAS

The effect of suddenly noticing something we didn't notice much before but wrongly assuming that its frequency has increased

CONFIRMATION BIAS

Noticing or looking for evidence that confirms our own ideas and ultimately reinforces our original viewpoint. Our industry can be lethargic to change, so we need to encourage employment bias on this basis.

STEREOTYPE THREAT

Fearing being viewed through the lens of a negative stereotype and of doing something that could confirm it

ANCHORING EFFECT

The tendency to depend on an initial piece of information when making subsequent decisions or judgements

NEGLECT OF PROBABILITY

Ignoring facts or probability in favour of gut instincts or feelings

Reflect on some of your leadership decisions

- When might unconscious bias have influenced a decision, you have made as a leader?
- If you could go back, what steps could be put in place to try and avoid bias influencing your decision?

TACKLING UNCONSCIOUS BIAS

- Be aware of how unconscious bias can influence decisions
- Have clear criteria
- Follow the data and slow down decision-making
- Consult with others

Call to Action

- *Businesses are doing what they, but can we be more connected.*
- *Focus on female Disabled, ethnicity and neural diversity engagement, but will need to be committed.*
- *Is the recruitment market correct, are the people interested and available.*
- *Are you tracking who applies for jobs and collect data on how we recruit, shortlist and employee. Remove bias in our recruitment process.*
- *Role modelling is critical, we all need to be seen.*





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