

Diversity and Inclusion Menu

Purpose

This document is to serve as a range of options you can adopt as a part of your [CICS Inclusion and Diversity Action Plan on a Page](#)

How to use this resource

1. Define your Vision as a part of the CICS Inclusion and Diversity Action Plan template.
2. Review the goals below and choose goals, actions, and measures that are practical and align with your organisations vision and values.
 - Place any selected **Goal** under the CICS Inclusion and Diversity Action Plans template's goals area.
 - Place the relevant **Action(s)** for that goal under the CICS Inclusion and Diversity Action Plans template's **Actions** area.
 - Place the relevant **Measure(s)** for that goal under the CICS Inclusion and Diversity Action Plans template's **Measures** area.
 - Metrics should be clearly one of three types:
 - **Input** (actions delivered),
 - **Output** (participation/usage),
 - **Outcome** (change in representation or culture).

Goal: Increase Diverse Workforce Participation

What we Want to Achieve:

Attract and retain a broader diversity of people in the workforce, with a strong emphasis on gender representation, visibility and pathways into the construction sector.

Aligned to Culture in Construction Standard target: Women are represented and have pathways to careers and leadership.

Actions

- Partner with mentoring programs to connect women and underrepresented workers with site and industry mentors.
- Support or attend career days for early career women and diverse talent.
- Integrate diversity targets into recruitment and selection processes (set and publish targets).
- Attend networking, professional development, skills workshops, and industry events to increase organisational visibility and learning.

Measures

- % increase in women and underrepresented workers in workforce roles (measured quarterly).
- % increase in women in leadership/decision roles (tracked annually).
- Number and diversity of participants in mentoring and career exposure programs.
- Participation rate of organisation in industry association events and partnerships.

Goal: Build a More Inclusive and Respectful Workplace Culture

What we want to achieve

Create a workplace environment that is free from offensive material and language, fosters respect, and supports diversity of thought and background.

Aligned to Culture in Construction Standard target: Inclusive work environment and free from offensive material.

Actions

- Implement inclusion training sessions for leadership and workforce (focus on bias, psychological safety, and bystander action).
- Integrate myth-buster tools and inclusive behaviour content into induction and toolbox talks.
- Include CICS Digital Toolkit resources in site noticeboards/digital signs as ongoing reminders.
- Run guest speaker sessions on inclusion & allyship.

Measures

- Number of training sessions / toolbox talks delivered and attendance levels.
- Pre- and post-training survey results on inclusion and respect (annual).
- Workforce feedback from monthly wellbeing reporting and staff engagement surveys
- Count and trend of reported offensive material incidents and resolution outcomes.

Goal: Strengthen Inclusive Amenities and Work Practices

What we want to achieve

Ensure physical sites, equipment and work practices are inclusive and supportive of diverse workers.

Aligned to Culture in Construction Standard target: Provide amenities that support a diverse workforce.

Actions

- Use the CICS Digital Toolkit Resources upgrade site amenities (Toilets and PPE).
- Implement Flexible working using the CICS Digital Toolkit Time for Life Statement and / or Policy, Flexible work Form, and Flexible Working Consideration Guidelines.

Measures

- Completion of inclusive amenities audit and actioning of recommendations.
- % of workers reporting that facilities meet their needs (monthly wellbeing reporting and staff engagement).
- Consideration of, adoption, and usage rate of flexible work options (monthly wellbeing reporting and staff engagement).

Goal: Enhance Retention and Career Progression

What we want to achieve

Support retention of diverse workers by enabling meaningful career progression, visibility and leadership development.

Aligned to Culture in Construction Standard target: Women hold leadership positions and employment without bias.

Actions

- Implement career progression planning as a part of performance reviews.
- Integrate informal or formal mentoring relationships with promotion pathways.
- Encourage leadership shadowing programs.
- Include external professional development opportunities as part of performance plans.

Measures:

- % retention of women and underrepresented workers (annual).
- Number of workers progressing into leadership roles.
- % of workforce participating in development programs.
- Results from staff engagement surveys.

Goal: Build Organisational Capability through Learning & Awareness

What we want to achieve

Foster ongoing organisational capability on diversity, inclusion, allyship, and cultural competency.

Aligned to Culture in Construction Standard implementation steps: Step 3 & 5 building awareness and monitoring progress.

Actions

- Conduct ongoing inclusion learning sessions using CICS Digital Toolkit resources.
- Provide a subscriptions to online learning libraries for staff.
- Embed inclusion learning in performance review conversations.
- Establish internal communities of practice in inclusion (mentors, champions).

Measures

- % of workforce completing learning modules.
- Improvements in inclusion capability scores (pre/post surveys).
- Engagement scores in internal inclusion forums.
- Reporting improvements in inclusion outcomes via dashboards.

Note to Self:

Diversity and Inclusion Reporting needs to be approached carefully, metrics and quota's are not an accurate representation of progress – and goes against feedback on discretionary behaviour by singling out under-represented communities to report on.

Further work required based on existing developed CICS Digital Toolkit Reports, i.e. Wellbeing Snapshot, Employee Engagement Survey, Stay Interviews, System Health, Lead & Lag Indicator Summary Template, and De-identified Learning Summary Template