Nurturing talent and achieving organisational change through effective networking

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Our Overarching Diversity Strategy

Inclusive Leaders
Skills and Knowledge Accountability

How we organise ourselves
Internal Audit
Inclusive Operations

Our ‘Diversity’ Brand
Winning Work
Thought Leadership

‘My Career’ at Arup
Staff Empowerment
Skills and Knowledge

Communication

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Our Women’s Network – a cornerstone of our success

- Started organically in 2008 when it became clear that there were many talented females, but no opportunity for these women to meet

- Objectives were to provide support, encouragement, targeted information, a platform for discussion and a forum for new business

- Members have informed the direction and content – and progress has been reliant on a passionate group of ‘volunteers’!

- Events focused on making an impact on our organisation and industry
Impact and lessons learned

- In 2 years, almost 1000 staff and over 200 non-Arup people have attended network events
- Viewed by all members and our Board as an objective force, specifically for facilitating long-term change
- Has influenced other aspects of our diversity strategy and been a vehicle for effecting change
- Highlighted by staff as a key positive feature in deciding to join / stay with the firm
- Inclusion very important to avoid reinforcing differences
- Paved the way for other diversity networks
Images from some of our networking events