

Nurturing talent and achieving organisational change through effective networking

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Arup

Our Overarching Diversity Strategy



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**



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From the Holocaust to the 21st Century

Arup invites you to an audience with Eva Schloss, Holocaust survivor and posthumous step-sister of Anne Frank


Tuesday 13 October
 5pm Refreshments and exhibition viewing
 6pm Dr Eva Schloss & Gillian Walnes (CEO, Anne Frank Trust)
 Emerson Room
 8 Fitzroy Street, London
 RSVP
 connect@arup.com

The evening will include a talk and a chance to ask questions to Eva Schloss and the CEO of the Anne Frank Trust UK about the legacy of the Holocaust and how it can relate to contemporary issues.


Anne Frank has challenged us to hold onto our personal ideals of equality and freedom. How this translates to the corporate world is not always as clear-cut. This will be a chance to create a dialogue on the importance of issues regarding challenging diversity and human rights in the corporate and wider world in which we work.

Monday 12 to Wednesday 14 October
 Basement
 8 Fitzroy Street, London

The life history of Anne Frank and her family is the leading thread running through the exhibition. The family's story is juxtaposed against world events before, during and after the rise to power of Adolf Hitler and the Nazi party.



www.annefrank.org.uk



"It's difficult in times like these; ideals, dreams and cherished hopes rise within us, only to be crushed by grim reality. It's a wonder I haven't abandoned all my ideals, they seem so absurd and impractical. Yet I cling to them because I believe, in spite of everything, that people are truly good at heart."

Anne Frank, 21 July 1944

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