

United Kingdom

Diversity and Inclusion Strategy 2020-2023



TYPE OF TOOL:
Plan



MAIN SECTOR:
All sectors



THEME:
Gender



INFRASTRUCTURE GOVERNANCE PILLARS:
Long-term strategic vision

In a nutshell:



OBJECTIVE: The UK National Infrastructure Commission's Diversity and Inclusion Strategy 2020-2023 aims to involve more women in infrastructure decision-making, management and governance.



Agency in charge
National Infrastructure Commission



Levels of government
National



Year of implementation:
2020



Current status:
Fully operational

Overview:

A more inclusive infrastructure decision-making process enables women to have a say in relevant investment decisions. Both women and men should proactively be involved in the infrastructure decision-making process, starting from the early stages of needs assessment and infrastructure planning through to the implementation and oversight of infrastructure projects. The adoption of diversity and inclusion policies to promote diversity across the government's workforce will allow for civil servants that are more attuned to the diverse needs of citizens. The UK National Infrastructure Commission has developed its first diversity and inclusion strategy to drive improvements within the organisation and address related gender challenges across the whole infrastructure sector. The Commission has set three key aims for its Diversity and Inclusion Strategy 2020-2023: i) To attract, develop, retain and engage staff from a range of backgrounds and with a range of mindsets, in order to better represent the communities served, and better deliver the organisational objectives; ii) To create an organisational culture in which inclusion is embedded in everything the organisation does, ensuring the staff and stakeholders feel valued, secure, and maximising the contribution they make; and iii) To champion the opportunities and benefits of greater diversity and inclusion across infrastructure so as to meet the diverse needs of its users.

The strategy has set targets for staff representation across gender, ethnicity and disability to allow all communities to be equally represented in the infrastructure decision-making process. As mentioned, one of the strategy's main goals is to attract, develop, retain and engage staff from a range of backgrounds as a means to better represent the communities that are served by infrastructure. To this end, the Commission aims to have 50% female staff representation by 2023.

REFERENCES:

- UK National Infrastructure Commission (2020), Diversity and Inclusion Strategy 2020 - 2023, <https://nic.org.uk/app/uploads/D-and-I-Strategy-September-2020.pdf>.