



ICE FIR – Build Back Fairer

21 September 2021

Introduction – Penny and Blessing

About the ICE

ICE race, ethnicity and civil engineering survey

Next steps

Introduction




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About the ICE

The Institution of Civil Engineers (ICE) is one of the world's most respected professional engineering associations. Since we were formed 200 years ago, we have attracted some of the most famous and influential civil engineers in history.

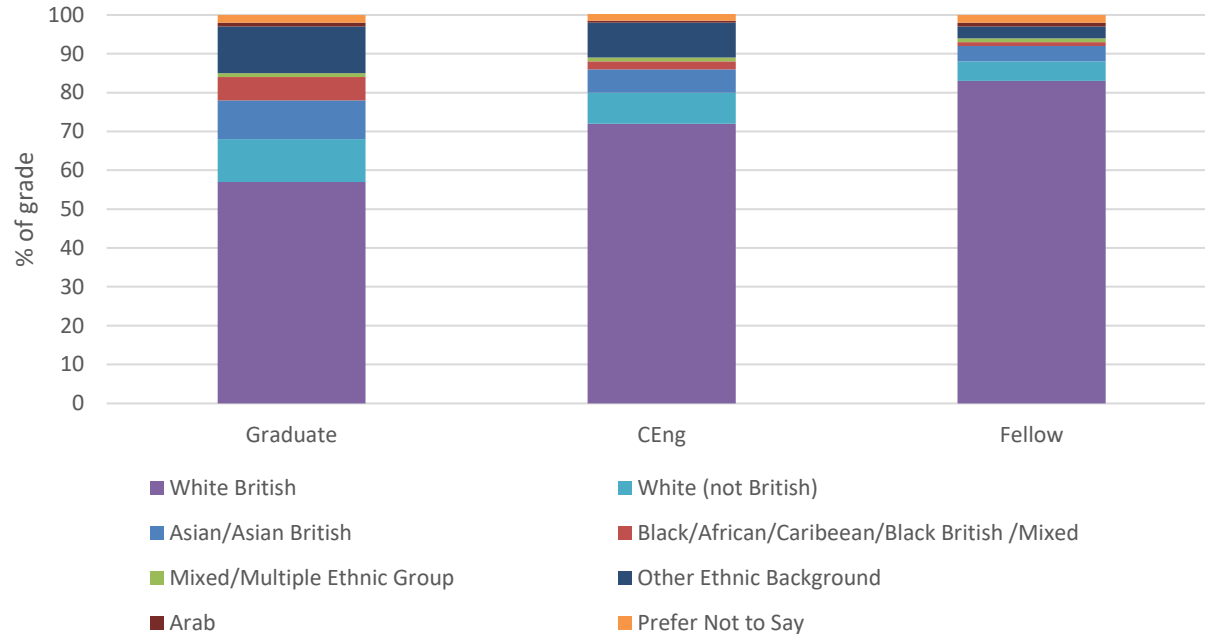
Membership 	Lifelong Learning 	Thought Leadership 
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By the Numbers

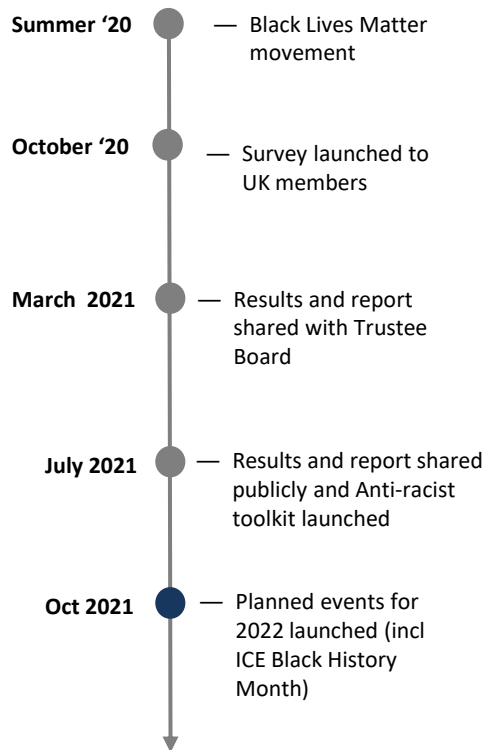
95,000+ Members	20,000+ Study, live and work outside of Europe
160+ Countries where members live and work	~14% Female, reported by Labour Force Survey Q3 2020

Breakdown of ICE membership

ICE Membership: Retention/Attrition by ethnicity



FIR Survey



- FIR committee, reports to membership committee
- Survey ran 3 weeks Autumn 2020
- 2,110 responses
- 4.4% response rate
- Therefore the high reliability



Chartered Engineer, Male,
Ethnic group: Caribbean

“ At the start of my professional review I was told I didn't look as scary as I did in my submission photo by one of my reviewers. ”

ICE Fellow, Female, Ethnic
group: Indian

“ I have brought up issues in the past with my former employers who have dismissed my concerns as a joke and ended the discussion there. ”

Chartered Engineer, Male,
Ethnic group: Chinese

“ I'm constantly being considered as an outsider rather than a fellow engineer. ”

Male Chartered Engineer, Ethnic
Group: White

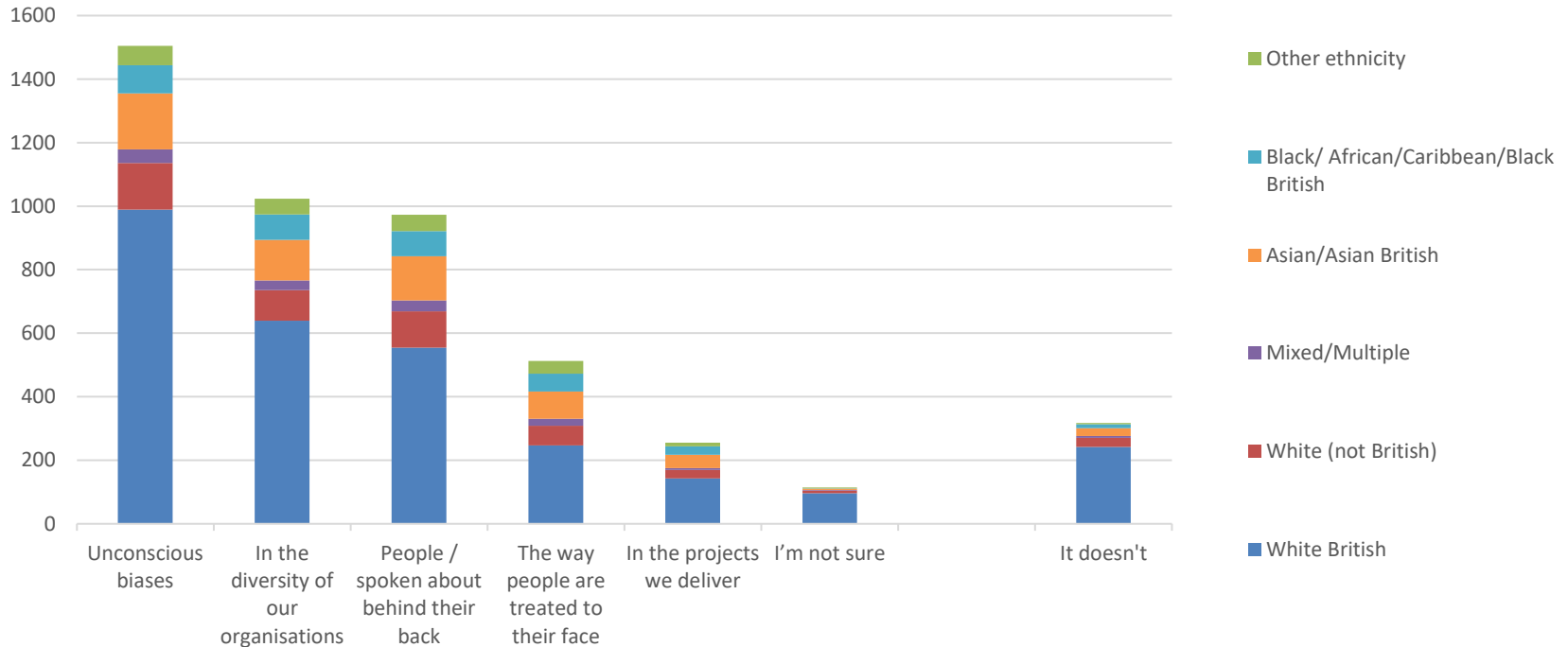
“ I've seen inputs/questions etc from people of diverse backgrounds ignored at events because for example the speaker can't understand their accent. ”

Male Chartered Engineer,
Ethnic Group: White

“ I cannot think of a single black engineer I have worked with in 15 years of being a practitioner. I think this highlights the systemic nature of the problem. ”

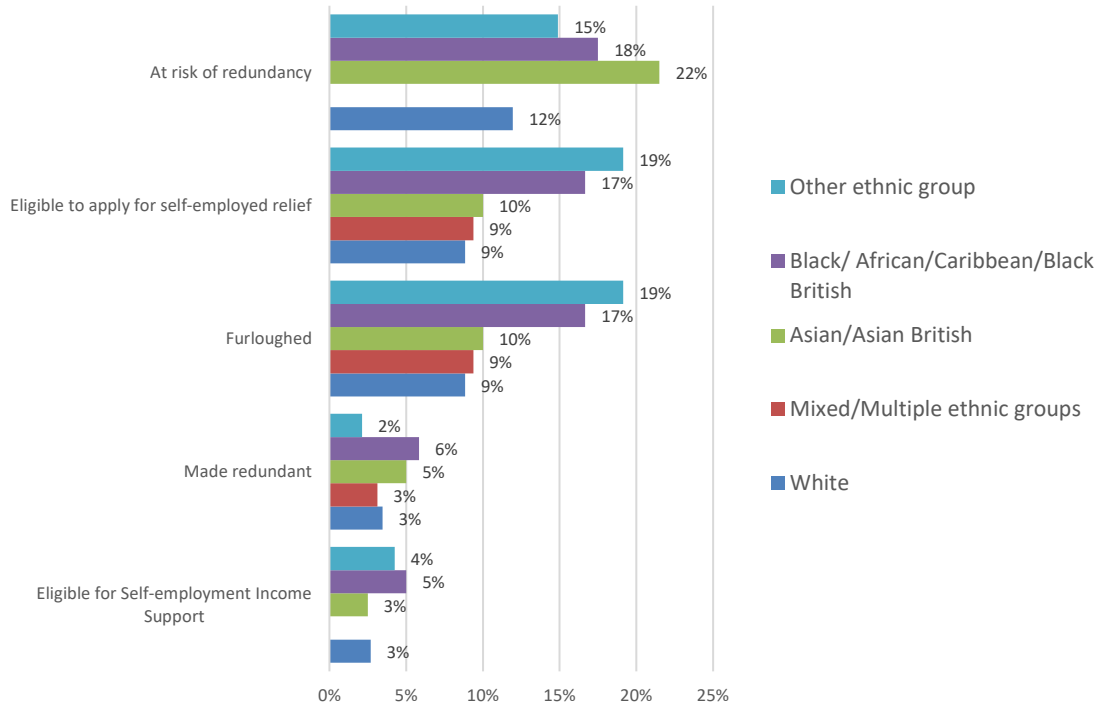
How does racism present itself?

How does racism present itself in civil engineering and the industry?



The Covid effect:

Working situation in light of Covid-19 – “In light of Covid-19 are you (or were you)...”



- During the coronavirus pandemic, minority ethnic respondents were 6 times more likely to be furloughed than white respondents.
- 12% of White/White British engineers were at risk of redundancy, for Black/African/Caribbean/Black British engineers that figure rises to 18%, for Asian/Asian British it is 22%

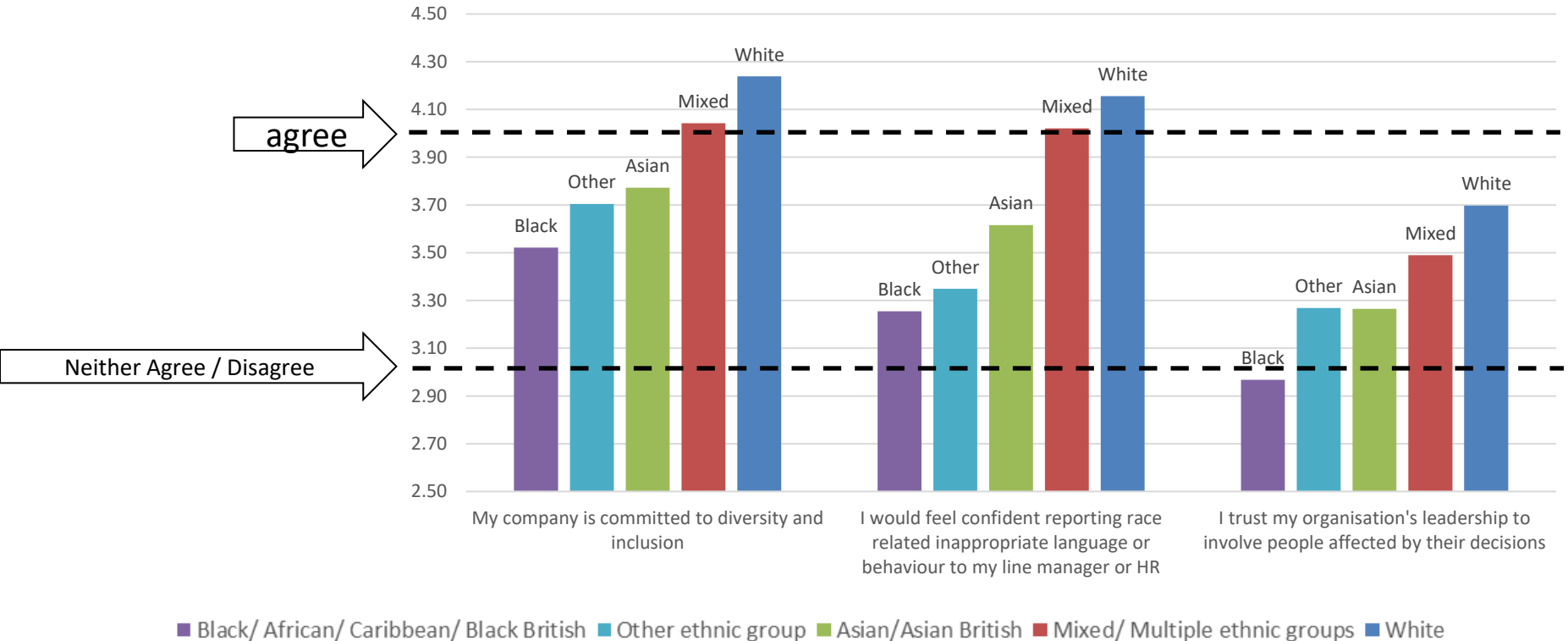
What else did we find out?

- Trust in companies is low among BME and Asian groups
- ‘At work, I cover or downplay the parts of my identity that make me different’ – a statement that resonates strongly with BME and Asian employees, particularly women

However..

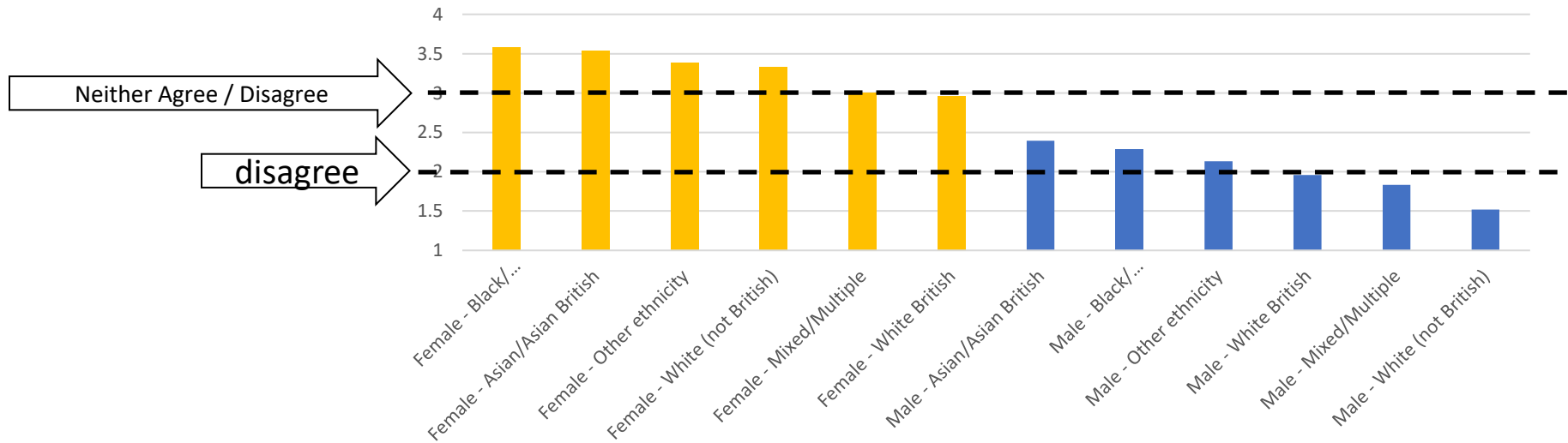
- Employee networks work are beneficial.

Trust in Companies



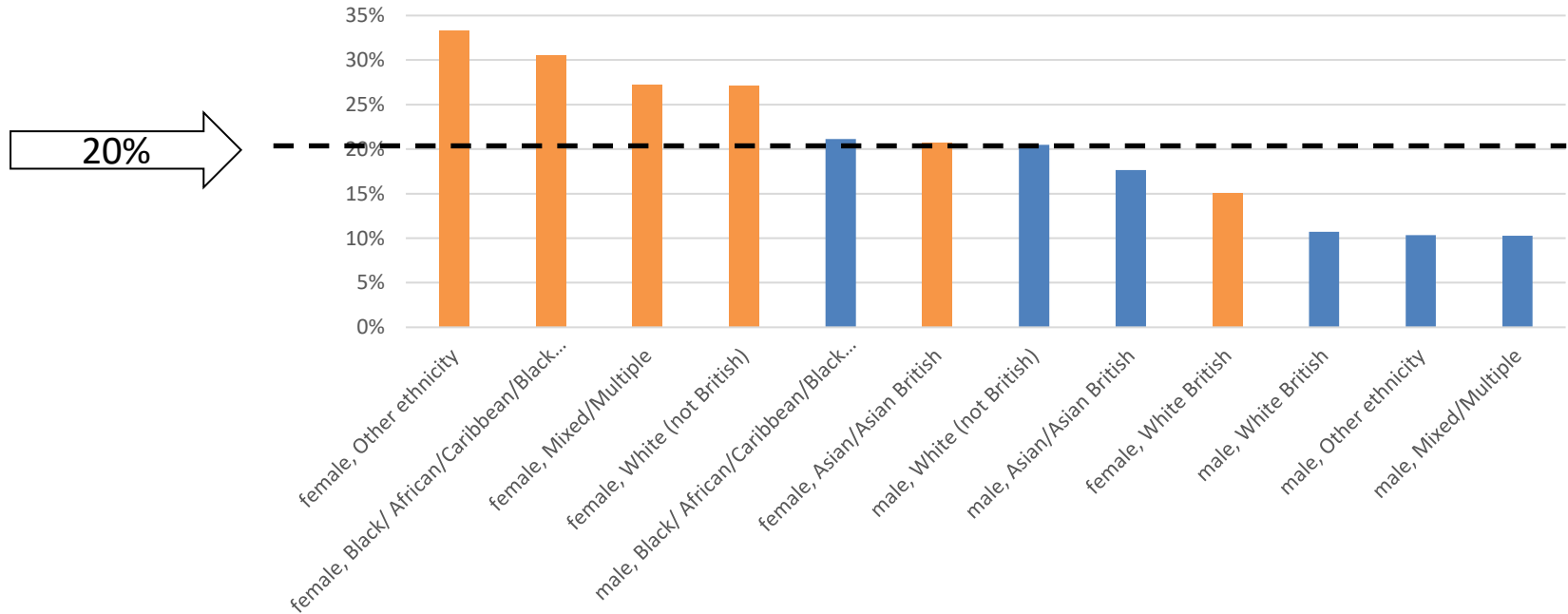
At work, I cover or downplay the parts of my identity that make me different

5= Strongly Agree 0 = Not Applicable



Employees at work

I find employee networks beneficial - % why strongly agree

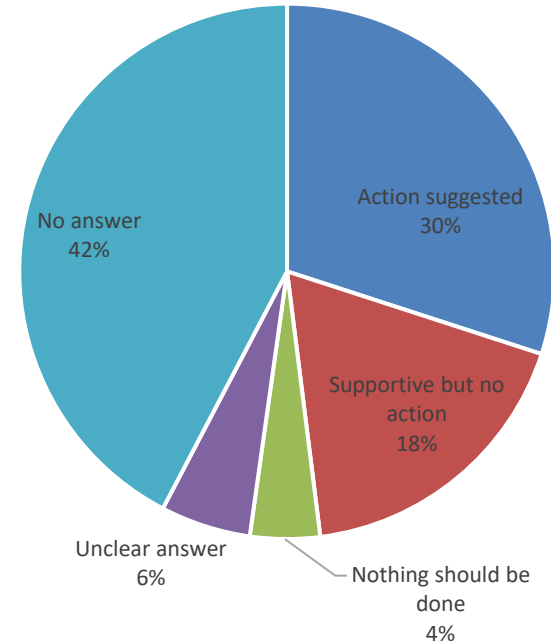


So there is a problem... what now

- 4 out of 5 engineers think there is racism
- A risk to the pipeline - 90% of white engineers would recommend a career in civil engineering to others, but only 80% of engineers of colour would.

Q19. What actions would you like to see ICE take on racism, fairness and equality?

Base: all respondents 2110



What next?

- Develop and published a toolkit which is available to everyone on our website.
- Commitment to work to be anti-racist not just non-racist
- Ensure representation at all levels of membership, from Trustee Board to regional panels and committees, matches or exceeds the diversity of the Institution's membership (30%)
- Results, membership data & toolkit available at <https://www.ice.org.uk/about-ice/governance/how-we-work>

