

Meeting the Challenge with a little help from my friends
Access for All – Inclusivity in Engineering
Jennie Martin, ITS United Kingdom





ITS United Kingdom

- An independent membership association funded by membership subscriptions
- Since 1992
- 160 corporate Members, plus Students
- Chaired by TRL and Innovate UK (May 2022)
- DfT, Transport Scotland, NH, TfL, Dynniq, IDT, Bristol City Council, University of Warwick, Horiba MIRA, Vivacity
- Early Careers to world leading experts, supportive and inclusive all the way
- Fifteen Forums, from Active Travel & MicroMobility to Women in ITS via Enforcement, Local Authority, Connected Vehicles and many more
- A Critical Friend to the public sector
- International connections
- Standards

Knowledge ** Advocacy ** Connections



Department
for Transport

The Transport Technology Forum (TTF),
funded by the Department for Transport



UK Research
and Innovation

Delivered by LCRIG on behalf of DfT
and supported by Innovate UK



UK Population:

- 50.6% female
- 14% people of colour
- 18% disabled

Prognosis:

- Unlikely to be fewer girls born
- 30% of secondary school children are of minority ethnic origin
- We live longer and work longer, so the % of disabled potential hires will go up

Where are we:

- 14% of engineers are female
- 20% of transport sector workers are female
- 20% of transport apprentices were people of colour in 2019
- 8% of ASLEF members were people of colour in 2018
- 53% of disabled people worked in 2021 (44% in 2013)





*With diversity comes multiple perspectives. **When team members bring a variety of backgrounds, cultures, and experiences, they are more likely to solve problems and be innovative.** This can lead to more thoroughly vetted results. Leaders are also more likely able to make better decisions based on facts.*

Moira Alexander, author of "LEAD or LAG: Linking Strategic Project Management & Thought Leadership"

***Testosterone and high finance do not mix: so bring on the women.** Gender inequality has been an issue in the City for years, but now the new science of 'neuroeconomics' is proving the point beyond doubt: hormonally-driven young men should not be left alone in charge of our finances*

Tim Adams, the Guardian, June 2011

***Nothing about us without us** – minorities everywhere and all the time*

A representative transport workforce will deliver a transport system which serves citizens better

Jennie Martin, May 2022, TTF Conference

Yes yes yes we agree, we've heard it all before, our Board / HR Department / Recruitment Consultants will sort it out, they will tick the boxes and make sure we are legal ... can we go for coffee now?



Solving this is a job and a challenge for all of us

1. You're already doing it – informal mentoring, talking to friends and relatives about a transport career without preconceptions, representing our sector
2. Other ideas: volunteer for STEM promotion activities, via your Institution, “bring a buddy”, ask for invitations for junior/underrepresented colleagues, speak at events, moderate events sessions, write articles ... put something back.
3. Management, retention and promotion – if you have the power, use it for good. Recruit on what you believe the person is capable of in the future, not what they have already done.
4. If it looks or sounds wrong / discriminatory – call it. Don't collude.
5. Never again say “She's such a good fit with the team” “He is so much fun to work with” “He's more of a mate really”
6. Do say “When I work with X they really challenge me and I work more creatively and think more analytically as a result”

An inclusive and diverse workforce will deliver better outcomes for the organisation = financial sense



Take your next steps

STEM promotion www.stem.org.uk

ITS (UK) Women in ITS mailbox@its-uk.org.uk

Women in Transport www.womenintransport.com

Association for Black and Minority Ethnic Engineers AfBE www.afbe.org.uk

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