

# The value of networks

The importance of the **LGBT+ and Allies Network** and **Female Advocates in Infrastructure and Rail (FAIR) Network** cannot be overstated. On the Skanska Costain STRABAG joint venture, they play a crucial role in supporting employees, facilitating employee engagement and meaningful dialogue, encouraging staff to bring their whole self to work, contributing to an inclusive environment and building a sense of community, which is key to attracting and retaining diverse talent.



## THE ROLE of the NETWORK

Support anyone who needs it

Empower through shared experiences

Elevate issues from across the project

Promote awareness and understanding on a range of issues

Influence structural changes

## IMPACT

### LGBT+

- ✓ Presence at London Pride
- ✓ Events celebrating and creating awareness at LGBT+ History Month
- ✓ One to one support to colleagues

### FAIR

- ✓ Launched at Women in Engineering Day 2019
- ✓ Collaboration with Enabling Work FAIR network
- ✓ Role model scheme

## THE CHAIRS

*"I have always believed everyone should be treated as an equal but some people need more help than others in order to achieve that. The LGBT+ and Allies Network is there to provide support to people who need it. It is open to everyone and not just our LGBT+ staff members."*

Sue Hyde, LGBT+ Network Chair

*"I want individuals on this project to know that there is a community of people who will support them, champion opportunities for them and provide a platform for their voices to be heard. We want to create a culture where all people feel respected, included and able to speak out for themselves and others. Underrepresented groups and their allies are stronger together, and they are the diverse thinkers who will drive this project and the industry forward."*

Gemma Andrews, FAIR Co-Chair

## FUTURE DIRECTIONS

- Socials and events
- Inclusion and accessibility initiatives on site
- Development and progression programs (mentoring, role models)
- Stronger collaboration amongst networks
- Launch of the new **Carer Network**