



Promoting fairness, inclusion and respect in the construction and built environment sector.

2023 Inspiring Change Conference

Speakers

We are pleased to announce our 2023 Inspiring Change Conference Speakers.

We thank all our speakers for their commitment to the Inspiring Change Conference and supporting the industry to create more inclusive cultures.

Amos Simbo

Founder & Director

BPIC Network

Amos Simbo, Founder and Director of Black Professionals in Construction (BPIC Network) and Winway Group (Mechanical & Electrical specialist), is a trailblazer in the built-environment industry, driven by his passion for inclusion and delivering service excellence. With expertise in engineering, he is uniquely positioned to shape the industry's future. His organisation, BPIC Network, boasts over 10,000 members and 100 industry-leading partners, providing tailored guidance, training, and networking events for current and aspiring professionals. BPIC curates an aspirational platform for young individuals and those entering the construction sector. Amos's vision is to facilitate careers in construction and enhance diverse representation, especially for black and ethnic minority professionals. Through his leadership, Amos Simbo inspires change and drives industry transformation.



Antonia Tony-Fadipe

Inclusive Hiring Lead: UK & Global Functions

The Body Shop

Antonia Tony-Fadipe works for The Body Shop as their Inclusive Hiring Lead, UK & Global Functions. Antonia leads the award-winning Open Hiring programme in the UK, having introduced it to the Market in 2021 for seasonal recruitment. Antonia is passionate about supporting marginalised people, while helping them overcome barriers to employment. Open Hiring does this by partnering with charities and organisations that support marginalised people. Prior to joining The Body Shop, Antonia worked in a male adult prison for over 6 years, where she managed the effective resettlement of prisoners approaching release.



Belinda Blake

Senior Policy Advisor- Equality, Diversity and Inclusion

National Highways

Belinda currently works as the Senior Policy Advisor for National Highways focusing on EDI in the supply chain. She is a self-motivated EDI professional with over 17 years of leading cross-organisation equality, diversity and inclusion in the voluntary and public sectors. Belinda is an active critical friend and influencer within the Highways sector, working hard to create strong relationships that drive change. She is dedicated to supporting both small and large organisations cultivate their EDI approaches and delivery.



Cathryn Greville

Head of Fairness, Inclusion & Respect

Supply Chain Sustainability School

Cathryn leads the industry-wide FIR Programme, supporting businesses to address workplace culture challenges and build inclusive and respectful environments. A DEI specialist with 15 years' experience working with organisations and industries to advance diversity, equity, inclusion and social justice, Cathryn's background includes working in the construction and built environment sector and within government regulators, including building regulation in Western Australia. Cathryn is also a former in-house legal counsel, a lawyer and court advocate by professional training. Her work focuses on both organisational diversity and inclusion, and the sector-wide behavioural and cultural change required to positively impact the outcomes of the built environment sector and the communities it serves.



Charlie White

Assistant Site Manager

Octavius Infrastructure

Charlie works as an Assistant Site Manager with a Contractor company. She loves her job and the industry she works in – but it is far from perfect. She finds herself in a male-dominated environment and surrounded by a mindset that she doesn't fully agree with.

Charlie is Chair of CECA NextGen (a group that aims to promote civil engineering to the future generations) which empowers her to make a positive change in the industry: challenging attitudes that don't reflect our industry's best interests and striving for a sustainable and fair future.



Dale Turner

Director of Procurement and Supply Chain

Skanska

Dale is a Director of Procurement and Supply Chain for Skanska UK, with over 25 years' experience in the construction industry in Healthcare, Custodial, Education, Commercial, Infrastructure, and Defence sectors. He is responsible for sustainable supply chain sourcing and development, leading the UK procurement function (95no.) and its strategic direction. This includes digital transformation for procurement and supply chain management. Within the UK, Skanska buys more than £1.3billion of products and services each year from 5,000 suppliers and subcontractors. Dale is a Fellow of the Chartered Institute of Procurement and Supply and chaired the Construction Senior Leadership group for CIPS from 2017-2019.



Diana Ciobotaru,

Regional Service Manager; D&I Regional Lead

Bouygues Energies & Services UK

Shortlisted last year for FIR Inspiration and the Worshipful Company of Pattenmakers Young Managers FM Award 2023, Diana Ciobotaru is a passionate young professional, championing inclusivity and diversity in the workplace.

Diana joined Bouygues Energies & Services UK (Bouygues E&S) as a graduate trainee, in their award-winning rotational scheme which provided her with the opportunity to experience placements and obtain valuable insights in Operations Management, Marketing and Communications, Social Value and Project Management in Infrastructure. At the end of the scheme, she was appointed as the Regional Digital Transformation Lead for Bouygues E&S' healthcare



contracts, where she focused on operational integration and front-line staff connectivity.

Today, Diana works as a Regional Service Manager in Energy Focused FM, whilst playing an integral part in a few of the company's internal Employee-Led networks focused on EDI and sustainability. A passionate advocate, Diana proactively promotes the benefits of everyone being able to feel safe to be their true self in the workplace.

Ella Anderson

Construction Management Apprentice

Mace

Ella is a highly motivated Construction Management Apprentice who is deeply committed to promoting diversity and inclusion within the industry. With a keen understanding of the value that diverse perspectives bring to construction, she is dedicated to fostering an inclusive work environment where everyone's voices are heard and respected.

Ella also represents the industry as the newest member of the FIR Steering Group, contributing to the leadership of the FIR Programme and bringing the invaluable perspective of younger and newer members of the sector.



Gill Thomas

Diversity & Inclusion Partner

Balfour Beatty

Gill is a highly experienced HR professional who has been specialising in Diversity & Inclusion for over 14 years. Her current role is as Diversity & Inclusion Lead at Balfour Beatty, who are keen to change the traditional image of the construction industry, and Gill is leading on driving forward the Value Everyone D&I strategy within the business. Having spent a large part of her career at BT, where she held a variety of HR roles, culminating in a D&I Specialist role, Gill joined the Royal Academy of Engineering in 2017 as a Senior Manager in the D&I Team, where she worked with engineering employers in developing tools that will help increase the diversity of people employed within engineering.

In July 2019, Gill joined the Employers Network for Equality & Inclusion (enei) working with a wide range of organisations helping them with their D&I strategies and executing their D&I plans. Gill has a real passion for making a difference and creating cultures where everyone can be who they want to be at work.



Hannah Brooke

Head of Partnerships

Renaissi

As the Head of Partnerships at Renaissi, a well-established social enterprise committed to addressing the root causes of economic and social exclusion in the UK, Hannah supports employers across the UK to meet their talent needs, create more inclusive and diverse workplaces, and have a positive impact on society.

Recognising the vital role of employment in transforming lives, particularly for excluded and underrepresented groups like refugees, Hannah oversees [Transitions](#), Renaissi's pioneering inclusive recruitment service.

Transitions focuses on restarting the careers of refugee professionals in engineering, the built environment, and business services. By connecting these talented individuals with our network of employer partners, and providing high quality support, we empower them to thrive in their chosen fields.



Holly Hunter

Head of Social Value and Marketing

Nuneaton Signs

Hollis is very proud to work for an incredible Social Enterprise. Nuneaton Signs are a business driven by their ethos to provide meaningful employment and training for people with disabilities through the manufacture and sale of signs. Together with their team and local SEND college, Nuneaton Signs ensures they provide opportunities to as many people as possible, as well as sharing their wonderful story with their customers and encouraging more people to do #BusinessForGood. Nuneaton Signs are a company who encompass social value and social change in their every breath, striving to improve the lives of those furthest from the work marketplace by offering opportunities and employment, a right that no one should be denied.



Jackie Anyango

Equality, Diversity & Inclusion Lead & BAME+ Network Lead

Skanska

Jackie is the Customers and Markets ED&I Lead for Skanska, she started working with Skanska in 2016 and has loved working in the construction industry ever since, starting on the A14 Cambridge to Huntingdon Project to now working at Head office. Jackie is also the Origins, Nationality and Ethnicity Network Lead and has been in this position since June 2020.

Her objective to ensure that the construction industry is more inclusive and a place for everyone to thrive, especially those that currently don't think it's a place for them, the industry is diverse in what it does and such a great place for people to develop their careers.



Joanna Hitchen

Head of Social Value & EDI

Costain Highways

Joanna supports Costain's National Highways projects with Social Value and Equality, Diversity & Inclusion (EDI), helping projects leave a lasting legacy, develop inclusive environments, meet the diverse needs of customers and communities, and develop EDI capability within the supply chain. She has represented Costain on the National Highways Supplier Diversity Forum (SDF) since 2019 and leads the Communications sub-group, helping share best practice by organising events and masterclasses. She represents the SDF on the Roads for All Forum and the Collaboration Board Customer sub-group and initiated the RDP Social Value (EDI/EES) Forum.

Joanna is a Fairness, Inclusion and Respect (FIR) Ambassador, a member of the CIHT EDI Steering Group and the techUK Skills & Diversity Council. She is passionate about bringing change not only for the business and the industry but to make a real difference improving people's lives. She is an [Enterprise Adviser](#) to a girls secondary school and loves volunteering in her community in a variety of ways, including reading with primary school children via [Chapterone](#) and hosting tea parties for the elderly with [Re-Engage](#).



Keith Carnegie

Chief Executive

Vistry Housebuilding Division

Having joined Bovis Homes in 1999, Keith is currently Chief Executive of the Housebuilding Division of Vistry Group, which was formed out of the acquisition by Bovis Homes Group Plc of Linden Homes and Galliford Try Partnerships (now Countryside Partnerships) at the start of 2020. Born in Zimbabwe into a farming family, he left for the UK at the age of 16, where he went to school in Worcester, followed by university in Bristol. Keith lives near Worcester and is married to Michael. They don't have any children, but their family does include their pet dog. Keith's first role at Bovis Homes was Legal Director, having been a partner in private practice in Gloucester. He held a number of senior roles within the company including Regional Managing Director, Divisional Managing Director, Chief Operating Officer, and Executive Director. As Chief Executive of Vistry Housebuilding, Keith is accountable for 13 business units across 3 individual divisions which directly employ around 1800 people, delivering more than 6,700 homes across (primarily) England.



Keith aspires to create value for shareholders, supply chain partners and all of the people within Vistry Group. He firmly believes the Group employs talented people with incredible ingenuity who share the Corporate values, care about the consequences of their actions and inactions, are committed to and demand quality and act with integrity. Keith's principle objective is to create the right environment and give the amazing people of Vistry the tools that are essential for them deliver on their objectives and thrive. Because if they thrive, the company thrives.

Liv Banfield

Analysis & Impact Manager

Action Sustainability

Liv Banfield is the Analysis and Impact Manager for the Sustainability Tool. She leads the Sustainability Tool's annual Diversity Survey. The survey is the industry's largest diversity data set, and forms industry benchmarks. The survey has a significant impact when it comes to understanding and addressing diversity challenges.

As the Analysis and Impact Manager, Liv is responsible for leading the design, implementation, and analysis of the diversity survey. Last year's diversity survey captured data on over 339,000 individuals from 270 organisations. This substantial dataset has provided invaluable insights into the current state of diversity, enabling organisations to identify gaps using benchmarks, implement effective strategies, and measure progress towards more inclusive workplaces.



Lucie Wright

Head of Strategy (Careers and Pipeline)

Construction Industry Training Board (CITB)

Lucie is the Head of Careers Strategy at CITB with her focus on attracting new entrants into construction, supporting industry to retain individuals in construction and on increasing productivity. All projects aim to achieve CITB's purpose of supporting the construction industry to have a skilled, competent, and inclusive workforce, now and in the future.

Since in post, Lucie has championed many initiatives to highlight the importance of Fairness Inclusion and Respect, including highlighting the importance of psychological safety across the industry to allow all to bring their true selves to work. On behalf of CITB, Lucie is proud to be able to continue to support the Inspiring Change Conference in order to highlight the great work identified across the construction industry.



Mark Reynolds

Group Chairman and Chief Executive, Mace

Co-Chair, Construction Leadership Council

Mark was appointed Mace's Group Chief Executive in 2013 and Chairman in January 2022. He has overseen the company's revenue growth from £1bn to £2bn. He has consistently championed change within the industry, driving innovation to improve service excellence while ensuring Mace continues to be a more productive, efficient, and responsible company. In 2021 Mace launched a new ambitious 2026 strategy to become a purpose driven company focusing on three strategic priorities; pursue a sustainable world, grow together, and deliver distinctive value. He has set clear targets for Mace to grow its revenue by 10% and margin by 20% annually, invest 3.5% revenue in R&D every year and contribute 1% of pre-tax profit to its communities through the Mace Foundation.

Mark gained his early experience in the commercial and aviation sectors and was the Deputy Programme Director for the London 2012 Olympic and Paralympic Games.

Mark was appointed in June 2022 as Co-Chair of the Construction Leadership Council, to help lead the next steps of our industry's transformation. Mark is also a Board Director for BusinessLDN and the Northern Powerhouse Partnership.



Osita Madu

Senior EDI Manager, Supply Chain, HS2

With over 18 years' Diversity & Inclusion, Recruitment, Training and Employee Relations experience, Osita has made the most impact in Housing, Media and recently Infrastructure Programme, High Speed Two. Previously Head of EDI, who has won recognition and awards for his innovative approach to inclusive procurement and supply chain diversity.

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Peter Ball

Group Commercial and Compliance Director

Peter Ball is a highly respected commercially astute regulatory, legal and compliance professional. Peter started his career as a lawyer, before specialising in compliance and acquisitions leading a team that created a Group of contingent labour businesses, turning over in excess of £500m per annum. Since then, Peter has expanded his expertise and held key positions, including Director and C-level appointments, responsible for legal, compliance, labour supply and commercial leadership, with some of the UK's largest and well-known businesses, in both the telecommunications and construction sectors.

Peter has led on mitigating risk, ensuring regulatory and ethical compliance and has been pivotal in resolving complex legal and commercial matters within large supply chains of labour providers in a tier 1 contractor. Passionate about ensuring fairness and respect at all levels within the workplace Peter joined the FIR Steering Group in 2022 to assist in the advancement of the FIR Programme.



Riana Hattrell

Sponsored Student

Kier Group

Riana is a recent graduate from Loughborough University, completing her Masters in Civil Engineering, before beginning her career for Kier, working on Oxford Station. During her time at university, she completed her dissertation on the topic of harassment within the construction industry, through analysing the effectiveness of the current harassment procedures and proposing an improved model. Riana has had experience within several major infrastructure projects, which include Crossrail (Rail), the A13 (Bridges and Highways) and Devonport (Nuclear) where, during her industrial placement, her contribution was recognised at the CECA Southern Awards Lunch 2022 in the category of the 'Most Promising Industrial Placement'.

She has since become involved within CECA Southern through the NextGen foundation group, where she is involved within initiatives to promote civil engineering and the construction industry to current and future young people. Her most recent significant role is leading a team of NextGen members through the creation of a children's storybook, which she has authored, to inspire the next generation to choose construction as a career.



Sarah Draper

Partner – Head of People and Culture

Rider Levett Bucknall

Sarah Draper is a Partner of RLB in the UK and Head of People and Culture. Sarah joined RLB in April 2020 and has responsibility for the people strategy and delivery of a best in class approach to people and culture within RLB UK and RLB Europe. Sarah has over 20 years' experience gained in HR roles across corporate and professional services businesses. Sarah has extensive experience leading successful people, diversity and inclusion and cultural change initiatives in the built environment.

As well as being a Fellow of the Chartered Institute of Personnel and Development (CIPD), Sarah gained an International Business degree at the University of Hertfordshire, giving her a good foundation and solid understanding of commercial business and practice.



Shenaaz Chenia

CEO

YouthBuild Ventures UK

Shenaaz is an experienced professional who began her career in finance and moved from the private sector to become the founding CEO of YouthBuild in the UK. Shenaaz's previous experience includes 20 years in audit and financial control in the UK, France, and South Africa.

During her time as Head of Finance for Saint-Gobain's Southern African region, Shenaaz was well placed to see first-hand the injustices facing youth leaving the education system. This was a turning point in her career and having found her purpose, she moved back to the UK as Director of Industry and Community Training for the Saint-Gobain, UK, and Ireland. She now champions marginalised youth and their entry into careers in the construction sector, as well as representing new entrants on several platforms including the CLC Skills Workstream.



Sophie Amato

Head of People and Culture

Social Value Portal

Sophie has worked as a People leader in start-ups and scale-ups for over ten years, including roles at Talentful, VouchedFor and Monolith AI. She is currently Head of People and Culture at Social Value Portal, a B2B SaaS scale-up that enables organisations to track, measure and report on their social impact. Sophie's passion is to empower the talent that fuels thriving companies.



Stephen Cole

Senior Customer Engagement and Strategic Lead

Construction Industry Training Board (CITB)

Stephen is CITB's Senior Customer Engagement and Strategic Lead for London and leads a team working with construction companies and stakeholders within the skills landscape to develop a skilled, competent, and inclusive workforce. He is a member of the Fairness, Inclusion & Respect Steering Group, works with construction industry federations, sits on the high-profile City of London Corporation's Skills for a Sustainable Skyline Strategy Steering Board and shapes the innovative Association of Colleges' Creating a Greener London – Sustainable Construction Skills initiative as an Advisory Board Member. Stephen has recently joined HS2's Job Brokerage Project Board, helped to shape



London's Local Skills Improvement Plan and speaks at policy and change conferences.

Stephen was previously CITB's Head of Careers Strategy, embedded FIR at its core, and provided strategic leadership to a wide-ranging portfolio of careers products and services, which included the Go Construct STEM Ambassador Programme, onsite experience hubs and what is now Construction Talent View. Before this, Stephen worked in the Connexions Service, where he supported under-represented groups including those within the youth justice system; and the higher education sector, where he provided strategic leadership to award-winning and innovative employability and organisational development interventions.

Terrie Wells

Apprenticeship & Partnership Manager

Evolve Apprentices Ltd

Terrie is the Apprenticeship & Partnership Manager at Evolve Apprentices Ltd., a small not-for-profit and social enterprise UK member organisation. Terrie's focus is on the business development at Evolve, and the recruitment, employment, and management of the apprentices on a senior level. Evolve aims to deliver social value and create opportunities for disadvantaged groups. Evolve reinvest a majority of their surplus to create fair and inclusive recruitment processes, apprenticeships, and to ensure an empathetic and supportive management of our programmes.



Warren Stapley

DE&I and Responsible Business Manager

Montagu Evans

Warren Stapley (he/they) is a DE&I and responsible business specialist at Montagu Evans, a London-headquartered planning and development consultancy supporting its clients to create inspiring places to live, work, communicate and connect. Warren is also a qualified solicitor, Mental Health First Aider and member of the Institute of Corporate Responsibility and Sustainability. Being severely hearing impaired since birth, Warren is currently also a Trustee for Disability Action in Islington and recently became a Director of Freehold LGBT+, the real estate industry's leading LGBTQ+ networking forum.

Prior to his dedicated roles in DE&I, Warren was a senior corporate finance solicitor and maintains a *pro bono* practice focused on anti-discrimination alongside his inclusion work.



Wendy Osborn

Head of Engagement – England

Construction Industry Training Board (CITB)

The Construction Industry Training Board exists to support the construction industry to recruit and retain a skill and competent workforce. The organisation supports construction companies through grants and funding, helps them to recruit apprentices and new trainees and plays a leading role in setting standards. Wendy is the Head of Engagement and leads a team that give hands on support to companies in England. CITB has made a number of key investments in FIR in recent years, including the Fairness, Inclusion and Respect programme, delivered by CECA and the Supply Chain Sustainability School.

Wendy's most recent project work has included working with the National Federation of Builders on neurodiversity research for the construction sector and supporting the design and development of NFBs Top 100 legacy programme, which supports women working in construction to reach their full potential and shout about the role they play. Prior to joining CITB, Wendy spent many years working in Higher Education with a particular focus on widening participation and higher and degree apprenticeships and vocational degrees.



For more information, visit the [**Inspiring Change website.**](#)