

CitA | **TECHLIVE**  
2020

# Working with Covid19



Monday 21st September

The CitA Virtual Summit: **Changing the way we work**

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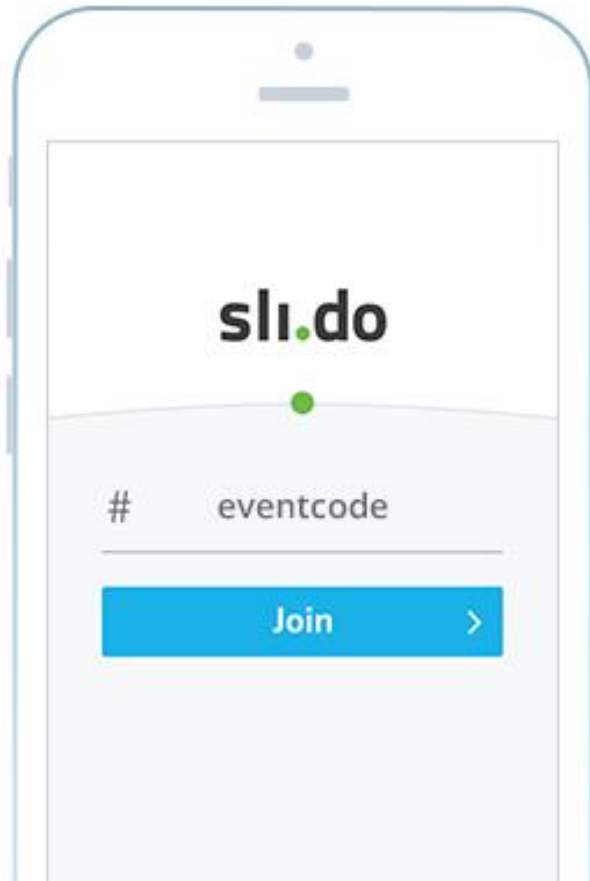
# What does COVID 19 mean for diversity and inclusion in the construction industry?

Alice Jennison

*Equality, Diversity and Inclusion Manager at Skanska*

*Working on behalf of HS2*

## To get us started



Who is in the audience?

Go to [www.slido.com](http://www.slido.com)

Enter in the code #CiTAlive

# Equality, Diversity and Inclusion Manager

What my friends think I do



What my Mum thinks I do



What my colleagues think I do



What I actually do:

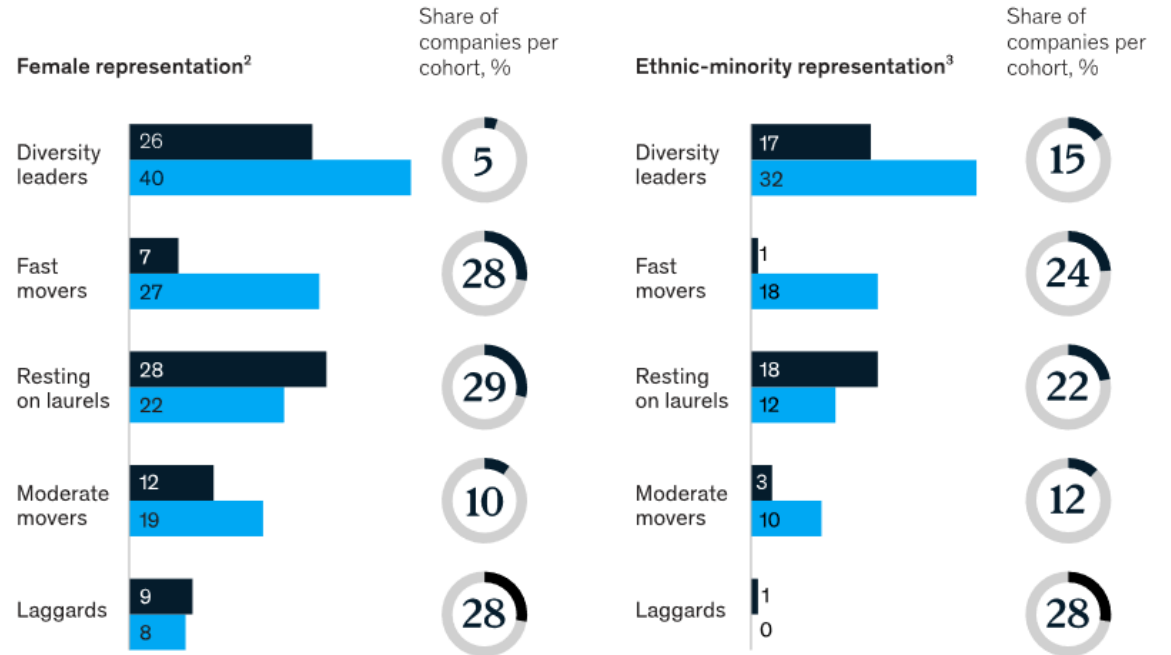


# What's the link between COVID, construction and diversity and inclusion?

## Progress in UK and US executive-gender and -ethnicity diversity since 2014 shows stark differences among cohorts.

Representation of diversity, 2014 and 2019, by cohort,<sup>1</sup> %

■ 2014 ■ 2019



<sup>1</sup>We would expect this distribution of companies and diversity progress across the cohorts to vary in the rest of the world, depending on macro factors as well as industry-specific and company-specific factors.

<sup>2</sup>Total cohort analysis, n = 365; US and UK.

<sup>3</sup>Total cohort analysis, n = 241; US and UK. Absolute representation, not relative to fair share. Figures may not sum to 100%, because of rounding.

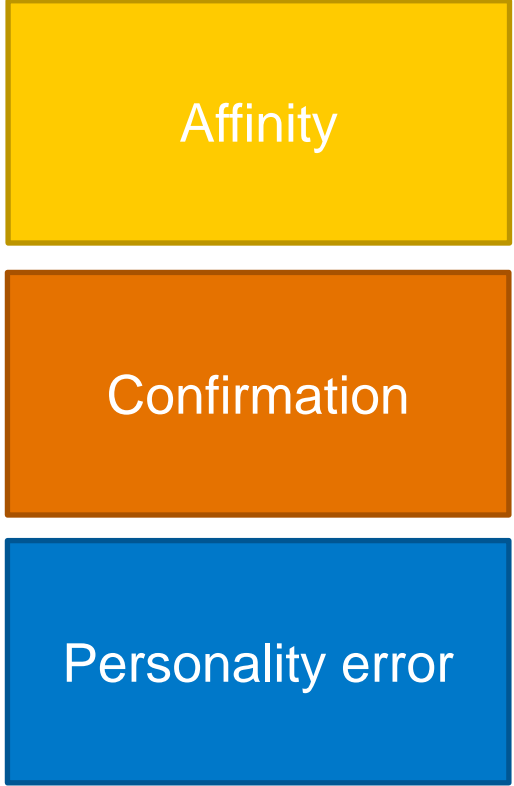
# Who are you engaging with to respond to this crisis?

Who do you trust?
1.
2.
3.
4.
5.

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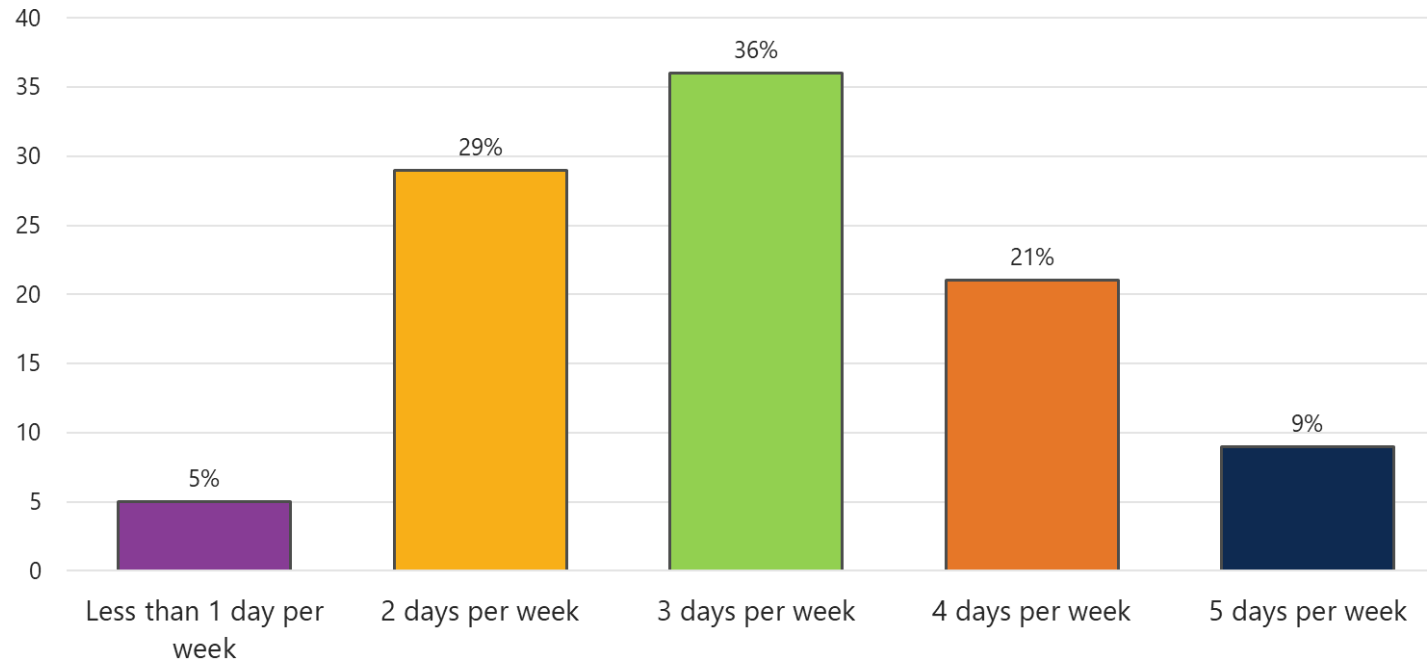
**Watch out for bias** - Research has proven that in times of stress and anxiety our biases are amplified (Deloitte 2020)

Who do you trust?	Gender	Ethnicity	Education
1.			
2.			
3.			
4.			
5.			



# An opportunity for construction to catch up with other sectors

**In my professional opinion, at peak delivery I can work productively in an agile way:**



Results from Skanska Costain Strabag joint venture pulse survey, June 2020.

“LOVE IT! this is exactly the shake up that our industry needed, let’s not go back to normal. and let’s continue to commit to supporting our sites to offer the same” - Skanska staff

**Summary:**

- **95% can work agilely effectively more than 1 day per week**
- **2/3 can work agilely effectively 3 days per week or more**



# What will construction do next?

6<sup>th</sup> May 1954



Time to run 1 mile

● Year: 1900  
Fastest:  
4m:21s

● Year: 1945  
Fastest: 4m:1s

● Year: 1954  
Fastest:  
3m:59.4s

18 months later –  
43 people had run  
sub 4 minute miles

Year

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## Thank you

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