



Together we can #BreakTheBias, to create a more diverse and equal workforce



On International Women's day 2021, we chose to challenge ourselves to improve the way we support women in our industry. Our leaders from the project worked with their teams and developed 51 pledges to make improvements for Women in Construction (WiC). Despite the challenges in 2021, we hit all our targets and delivered on all our pledges with 104% complete.

As we reflect upon great progress across the Project last year, we know there is more to be done. Acknowledging the success of these targeted pledges, the Project renewed its commitment to WiC on International Women's Day 2022 with a new set of 17 pledges in line with this year's theme: Break The Bias.

Though the pledges are fewer in number, they target key areas such as engagement; training and upskilling; coaching and development; raising awareness; recruitment and cultural change.

These pledges will enable us to work towards equity in the workplace; create STEM opportunities for young women and schools; invite feedback from our female employees; support being a parent in the construction industry; and work closely with the Harding Miller Foundation to provide promising young women every educational opportunity.

Through targeted goals, awareness and action, the Project is working hard to be part of a larger movement to make construction a better place for women to work.

We can all make a difference by taking steps to #BreakTheBias to help build a more gender equal world.

Engagement

Training & Upskilling

Coaching & Development

Raising Awareness

Recruitment

Cultural Change

