

Headline	Speaker/Organisation	Detail	Timescale
<p><i>Engineering a Winning Workforce: Engaging the Majority</i></p> <p><b>Theme: Inclusive Culture, Health &amp; Safety, hidden minorities</b></p>	<p>Dr Mark McBride-Wright Equal Engineers</p> <p><i>Mark worked as a practicing engineer specialising in Technical Safety, before turning towards equality, diversity and inclusion.</i></p> <p><i>He established InterEngineering as a passion-project, which became an organisation which now connects, informs and empowers thousands of lesbian, gay, bisexual and transgender + (LGBT+) engineers and supporters</i></p>	<p>Energy &amp; Utilities is a predominately male sector, with men comprising over 83% of the workforce.</p> <p>Only 31% of engineers feel included in the environment they work in, and less than a quarter of engineers would feel comfortable discussing their challenges battling depression or financial stress with colleagues or their superiors.</p> <p>How engaging the male majority can impact change What is like working as a gay engineer</p> <p><i>Mark founded EqualEngineers in 2017 and has broadened his focus on underrepresented groups in engineering and technology. EqualEngineers helps engineering employers and institutions create impactful culture change programmes which reframes and embeds equality, diversity and inclusion in a way which makes it tangible for everyone, incorporating learnings from their inaugural Masculinity in Engineering research report.</i></p> <p><i>This webinar explores the successes of this approach and how this can be utilised for the energy and utilities sector</i></p>	<p>8 July 11am</p>

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<b>General Data Disclosure Session</b>			
<i>Improving EDI Data Visibility</i>  <b>Theme:</b> <b>Measurement, data disclosure</b>	Mac Alonge CEO, The Equal Group	Focused on our EDI data approach, the work we've done helping organisations improve data disclosure and answering any questions on this.	14 July 11am
<b>Best Practice Sharing Sessions</b>			
<i>Overarching EDI Strategy</i>  <b>Theme:</b> <b>Measurement,</b>	Mac Alonge CEO, The Equal Group	Understanding how to create an EDI strategy, what should go into the strategy and the steps needed to make the strategy effective and relevant to overall company objectives.	21 July 11am
<i>Empowering Leaders</i>  <b>Theme:</b> <b>Measurement, inclusive culture</b>	Mac Alonge CEO, The Equal Group	How D+I practitioners can improve EDI awareness amongst leaders, building capability and allowing leaders to 'own' EDI progress.	28 July 11am
<i>Attracting Diverse Talent</i>  <b>Theme:</b> <b>Measurement, attraction, EUJ</b>	Mac Alonge CEO, The Equal Group	How to ensure organisations are able to identify and remove barriers that might impact how attractive the company is to diverse talent.	4 August 11am
<i>Optimising Recruitment Processes</i>  <b>Theme:</b> <b>Measurement, recruitment, EUJ</b>	Mac Alonge CEO, The Equal Group	Identifying and removing diversity and inclusion barriers within the recruitment process, including assessments, shortlisting and selection processes.	11 August 11am

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<i>Retaining Diverse Talent</i>  <b>Theme: Measurement, Retention, Inclusive culture</b>	Mac Alonge CEO, The Equal Group	Considering the internal activities that could contribute to different workplace experiences amongst certain demographics, including employee networks, mentoring etc.	18 August  11am
<i>Progression and Promotion</i>  <b>Theme: Inclusive culture, Progression</b>	Mac Alonge CEO, The Equal Group	Performance management, pay and wider remuneration, identifying and removing inconsistent approaches.	25 August  11am
<b>Data Collection</b>			
<i>Data Collection Walkthrough</i>  <b>Theme: Measurement, Best Practice,</b>	Mac Alonge CEO, The Equal Group	Live walkthrough of the process to collate and upload data – giving members an opportunity to ask any questions / highlight any issues.	1/8 September  11am
Becoming a disability confident sector	Gill Thomas ENEI	Practical actions to take to becoming a disability confident employer.	TBC
Gender Pay Reporting	WOB	TBC	TBC