

GLA Lab Design Action Plan

Objective: To increase the representation of young Black men in Skanska

Data shows 0.5% of the Skanska UK's population are Black men aged 16-24

2.

Objective - increase learning about race and microaggression to mitigate biases and create an inclusive culture

- Action 1: Run 'Equipping leaders to talk about race' workshops with Project Directors and leadership teams
- Action 2: Create a toolbox talk for 'Let's talk about race' and promote it at site level
- Action 3: Create learning content for understanding microaggressions and bias

1.

Objective - increase the number of young Black male applicants to emerging talent opportunities

- Action 1: Use the Equal Group's list of organisations to advertise Emerging Talent vacancies and events
- Action 2: Identify and use a job board specifically targeting Black applicants
- Action 3: Utilise our internal networks to advertise Emerging Talent opportunities

3.

Objective - retain Skanska's young Black male talent

- Action 1: Offer buddying/mentoring in the onboarding process to support new employees
- Action 2: Utilise the O.N.E Network to provide visible role models in the organisation