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**Yasmin Becker** *Chief Executive*

# Embracing inclusivity

**THIS MONTH, WE CELEBRATE WOMEN** in the profession together with engineers around the globe, as the Women's Engineering Society organises the annual International Women in Engineering Day (INWED). Women engineers are leading ground-breaking work across the world and this issue highlights such achievements.

We are also sharing some inspirational and thought-provoking content which focuses on broad themes about equity, diversity and inclusion (EDI), what these mean for us now and in the future, and how we can all be change-makers.

As the first woman to hold the position of IStructE CEO, I am conscious that women have to overcome significant challenges and barriers to progression. It was only 15 years ago that Sarah Buck was the first woman to become president of this Institution. Her experiences are shared in a reflective Viewpoint about how things have changed over that short space of time (page 40). Sarah poses the question, 'has progress been made?', with an insightful conclusion that there's always work to do.

This sentiment is shared by the panellists at our recent roundtable to discuss 'Building an inclusive culture' (page 33). The attendees from across the industry clearly expressed the view that there's still much to be done to create a truly inclusive and diverse industry.

Collaboration is surely part of that change, something well-articulated by *unstructured*, a

collective of female and non-binary engineers who work collaboratively to challenge gender inequality in the built environment (page 38).

The profile of our President-elect, and soon to be the fourth woman to hold the office of president of the Institution, Tanya de Hoog offers us an overview of her career trajectory, alongside her priority of making the fellowship grade representative of our membership, asserting that this can lead to the growth of the profession (page 30). It's also exciting to read about one of her current projects, working with architect Jeanne Gang on the new Shirley Chisholm Recreation

Center in Brooklyn – Shirley was the first black woman to be elected to the US Congress.

Data can play a key role in instigating change. Sebastian Wood of Whitby Wood explains compellingly why his firm has published its gender pay gap voluntarily 'to show my (and your) sisters and daughters that if they enter our profession, they have as good a chance of succeeding as our brothers and sons' (page 36).

That's the essence

of this issue – that investing in all aspects of EDI gives us the opportunities to succeed together. As an organisation, we'll be looking more closely at our own EDI ambitions, and I look forward to further dialogue with many of you in the future about this. Please send your thoughts and views on EDI to our dedicated email address ([edi@istructe.org](mailto:edi@istructe.org)).



**INVESTING IN ALL ASPECTS OF EQUITY, DIVERSITY AND INCLUSION GIVES US THE OPPORTUNITIES TO SUCCEED TOGETHER**