



# Fairness, Inclusion and Respect (FIR) Membership Survey - Racism in Civil Engineering

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# Background & Objectives

- For many years ICE has worked towards making industry more inclusive and diverse, particularly with regards to gender, ethnicity, sexual orientation, and disability.
- However, as the Black Lives Matter movement focused global attention on racism, it is clear that this is an issue which requires greater attention within the engineering profession.
- With that in mind ICE initiated a study to explore the views of the UK membership base to understand how racism is experienced by members and the scale of problem within the sector.
- The study and questionnaire have been crafted by the ICE Fairness, Inclusion and Respect (FIR) Committee which is comprised of volunteer members.
- The survey findings will act as a benchmark. They will also provide an insight into how ICE's membership sees the issue of racial inequality – the report should give voice to people's experiences.
- The findings will inform ICE's commitment to "work to create a fairer environment free from harassment and discrimination and one in which everybody feels included and valued".
- Importantly, the results will allow ICE to produce toolkits of real utility aimed at educating the sector and making our members lives better.

- To obtain informed, robust and reliable feedback from the ICE membership base, a quantitative research survey was developed by ICE/FIR and 2Europe.
- The survey was programmed and hosted by 2Europe – it was also made clear that the study was being undertaken independently of ICE, to encourage honest and open responses.
- ICE members were invited to participate via email invitations, but later in the study, the survey link was shared across a range of social media platforms. To complete the survey, participants were asked to enter a membership number – purely to avoid repeat survey completions and to reduce the number of non-members completing the survey.
- The survey took an average of fifteen minutes to complete and comprised mainly quantitative questions, binary questions, multiple choice questions, scale ratings etc. There were also opportunities to provide free-text responses on some topics.
- To encourage participation, respondents were able to enter a prize draw with the chance of winning one of five Amazon Vouchers (£100 each).
- Responses were anonymous, unless the participant opted-in for their views to be linked with their identity.

# Target Audience

- UK members were targeted, with the survey open to the following membership levels/types:

- Student
- Apprentice
- Graduate (GMICE)
- Engineering Technician (EngTech MICE)
- Incorporated Engineer (IENG MICE)
- Chartered Engineer (CEng MICE)
- Fellow (FICE)
- Associate (AMICE)



- All ethnicities, genders and age groups were invited to participate and there were no exclusions from the UK membership list held by ICE.
- In total, c.48,000 contacts were invited to participate via email, with others able to access the survey via social media.

- The survey achieved **2,110 responses**. This is a robust and reliable sample size, which allows us to draw informed conclusions on the UK ICE membership base.
- The database which was invited to this study totalled c.48,000\*. Therefore, the survey achieved a response rate of 4.4%.
- With a sample size of 2,110, we can analyse findings to a 95% confidence level and to a margin of error of  $\pm 2.09\%$ \*\*.

\*c.48,000 individuals were sent an email invitation, but the survey link was shared on social media channels for the final week of the fieldwork period, which may have increased the survey visibility.

\*\*This is the plus-or-minus figure usually reported in opinion poll results. For example, if you use a margin of error of 4% and 47% percent of your sample picks an answer, you can be "sure" that if you had asked the question to the entire population, between 43% (47-4) and 51% (47+4) would have picked that answer.

# Executive Summary

# Executive Summary

## Preface

This report is published shortly after the first anniversary of George Floyd's death, an event which focused global attention on racism. ICE members are committed to the Institution leading change. There is a clear perception, amongst younger members in particular, that professionals in our industry are uncomfortable talking about race and that the Institution needs to embark on a steadfast process of tackling racism.

As a committee, we are mindful that media attention on scandals and serious issues is inconsistent, that outrage eases, and calls to action lose urgency. Sustained work is needed to tackle complacency and to acknowledge and address the racism that some of our members experience or witness on a regular basis.

Some of our members may never have experienced racism. It is necessary to explore, understand and unpack the systemic issues, the privilege and the bias that sustains the status quo and blocks progress. These are often embedded into culture and behaviours and thus our systems and processes, within institutions, companies and society at large. They go unnoticed by many, because they are 'the way we've always done things' and seen by some as 'business as usual'.

The Fairness Inclusion and Respect Committee decided to survey members in order to better understand the issues within our industry and take an informed and measured approach. The survey explored the extent of racism, company culture, and how management and HR respond to racism. The survey scope covered the civil engineering profession and career progression as well as the ICE and its operations.

The results of the survey are stark. Of respondents who are black and minority ethnic members, 99% cited a degree of racism in the society at large, 81% in the workplace and 73% in the Institution. Of White British respondents, 61% see evidence of racism in the workplace, with the same proportion (two thirds) seeing evidence of racism in the Institution.

# Executive Summary

In addition to publishing this survey, we will also:

- Continue the dialogue.
- Publish ICE's membership demographics in full, and continue to do so, better reflecting our different international contexts.
- Investigate how engineers track through the membership pathway.
- Include survey findings in the ICE Business Plan and annual review (not only amongst the FIR committee).
- Work with other organisations to use existing data and better understand the Ethnicity Pay Gap.
- Continue/increase events to promote fairness inclusion and respect (FIR).
- Review survey comments about the Professional Review process (and training) – establish a working group to further consider this topic.
- Review ICE STEM activities.
- Introduce/continue the policy position on ICE events having a diverse panel.
- Produce an *Employers Toolkit (Race)* promoted through the ICE website - this document distills best practice from across the sector and is aimed at improving the lives of Black and Minority Ethnic engineers in the workplace.

We are engineers – we solve problems; this is a problem without a technical solution. Being anti-racist requires a willingness to listen, the humility to acknowledge, and the courage to challenge, to call out, to stand up. Problems are often deeply ingrained, and it falls to us all to have a critical eye for practices and behaviours that are discriminatory, and to listen, to acknowledge, to take action, or intervene.

The publication of this survey is an important starting point that serves as a call to action for both the industry and the Institution. Let us all become comfortable being uncomfortable and find the empathy to walk in another's shoes. This survey and toolkit are a first step in doing so. I welcome feedback and further dialogue on this journey to a more inclusive profession.

**Kate Cairns: Chair – ICE Fairness Inclusion and Respect Committee**



# Executive Summary

## The Survey

The preparatory work and the survey questionnaire were crafted by a wide range of stakeholders led by the Fairness, Inclusion and Respect (FIR) Committee and ICE's Graduate and Student Network (GSNET), consulting with the Association of Black and Minority Ethnic Engineers (AFBE), D-VERS-TY, and EqualEngineers. Contributors came from diverse backgrounds and a range of civil engineering settings in the public and private sector across clients, consultants and contractors. The publication of this survey is an important starting point that serves as a call to action for both the industry and our institution. The survey questions were structured to address the following themes:

- Investigate the extent of racism in civil engineering project teams.
- Understand members' experience of racism.
- Look at company culture generally and management and HR specifically.
- Focus on the civil engineering profession and careers.
- Focus on the institution and its operation.

Responses were anonymised, but many respondents gave permission for the Institution to carry out follow up work; the intention is to start a dialogue.

## Overall

Respondents had been asked to assess the extent of racism in society, the workplace, and ICE on a four-point scale: *widespread, some, little or none*. Drilling down into the data of 370 respondents who are Black and minority ethnic members, (ie people of colour), 99% cited a degree of racism in society at large, 81% in the workplace and 73% in the Institution. Furthermore, drawing down the data for 1,423 White British respondents, the picture is also concerning: 61% see evidence of racism in the workplace, with the same proportion (two thirds) seeing evidence of racism in the Institution. There is a gender and generation gap with women and younger engineers being more aware of racism than men and older engineers. This degree of familiarity across all members provides a mandate for ICE to acknowledge the problem and to proactively and deliberately take structured action to influence change. If there was any doubt, the impact of Covid-19 shows that disadvantage is entrenched:

- Whereas, at the time of the survey 12% of White members were at risk of redundancy, 18% of Black ethnicities and 22% of Asian/Asian British were in this category.
- Minority ethnic respondents were six times more likely to have been furloughed than White.
- 6% of Black members, 5% of Asian members, 3% of other ethnicities and 2% of mixed ethnicity were actually made redundant, against 3% White.

# Executive Summary

## **Theme: Civil engineering projects**

Four out of five respondents agreed that racism is present within the industry and on projects. Respondents mainly attributed this to unconscious bias, but the lack of diversity in organisations also came to the fore. Nearly half cited the way people are spoken about behind their backs - nearly a quarter cited face-to-face treatment as an issue. 12% felt that there are issues in the way projects are designed and built. There were significantly higher response levels identifying this as an issue from minority ethnic groups, especially Black respondents, and from women and younger respondents.

## **Theme: Experiences of racism (scored on 5-point scale from 'strongly agree' to 'strongly disagree')**

Minority ethnic respondents reported that they been denied opportunities to progress and had not been encouraged to seek promotion. Black respondents were particularly affected and were more likely to have heard racist comments and been victims of racism. Older engineers from ethnic minority groups and women felt that they had been denied opportunities. Younger respondents were more likely to challenge racist behaviours, as were women.

## **Theme: Company culture, management and HR (scored on 5-point scale from 'strongly agree' to 'strongly disagree')**

White respondents tended to feel their companies are committed to diversity and inclusion, but this was not the experience of minority ethnic and especially Black respondents, who felt that race was not discussed nor given the same prominence as gender, LGBTQ+ and disability issues. Notably, older minority ethnic respondents did not feel their companies are committed to diversity and inclusion and did not trust their company leadership to bring about improvement. Black ethnicities and women across all groups feel that they are expected to downplay their identity to fit in with company culture. Younger respondents reported that they found employee networks helpful. Where there is mistrust, 18% of respondents suggested that racial issues are not taken seriously, and 10% that there is a lack of management support, with a further 9% suggesting the way previous cases have been handled leads to mistrust. A positive point is that, while fewer respondents stated that their companies had reported their ethnicity pay gap, some companies have clearly started, and we know from the sector that there is good practice in this area.

# Executive Summary

**Theme: The civil engineering profession and careers** (scored on 5-point scale from 'strongly agree' to 'strongly disagree')

At first sight this is a more positive area. 80% of Black and minority ethnic engineers would recommend civil engineering to others, but this remains significantly lower than the 91% figure for White British engineers. However, there is a strong desire expressed by minority ethnic groups for more support within the profession. White engineers, however, are less keen to support minority ethnic engineers, though younger white engineers tend to be the more supportive. Younger engineers, particularly from black ethnicities are less positive about recommending civil engineering as a career. Some 32% of the open responses suggested that discrimination was more of a problem than in other industries. This poses a risk for both industry and the profession.

**Theme: The Institution and its operation**

The survey asked a series of questions about ICE which provoked responses that need to be addressed. There were marked differences between how 'included' minority ethnic respondents felt at ICE events when compared to White respondents. Minority ethnic, and in particular Black respondents felt that the Institution expects them to downplay their identities in order to fit in; this view was also held by older female respondents. Respondents were asked whether there was *none, little, some* or *widespread* racism in their workplaces, the profession, the ICE and in society. As regards the Institution, widespread or some degree of racism was cited by 23%, as compared to 28% for the workplace, 46% for the profession and 86% for society as a whole. The responses came mainly from younger engineers and minority ethnic engineers, typically in non-managerial and graduate roles. Racism in any form was reported by Black respondents in particular, but also by respondents in senior roles.

**What next for employers and the profession?**

Two respondents summarised the macro and micro elements of the problem:

*...this is a societal problem and everyone in the UK could be doing more. The ICE should think about moving from a position of being not racist to being anti-racist.*

*...General micro aggressions - people being ignored and left on periphery. Nothing 'severe' but racism nonetheless.*

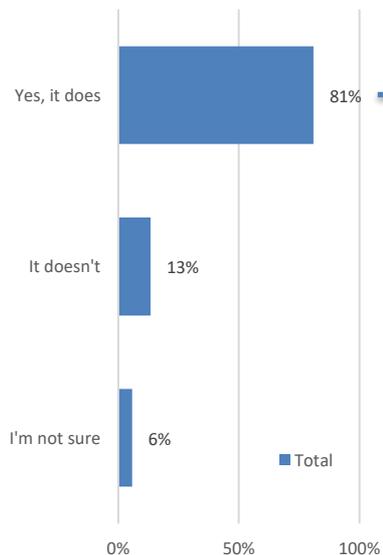
These two comments show the way forward, firmly locating responsibility with all members. As professionals, at whatever level of seniority, we must address not only structures and processes, but also our everyday interactions. This issue is not someone else's responsibility.

# Detailed Findings

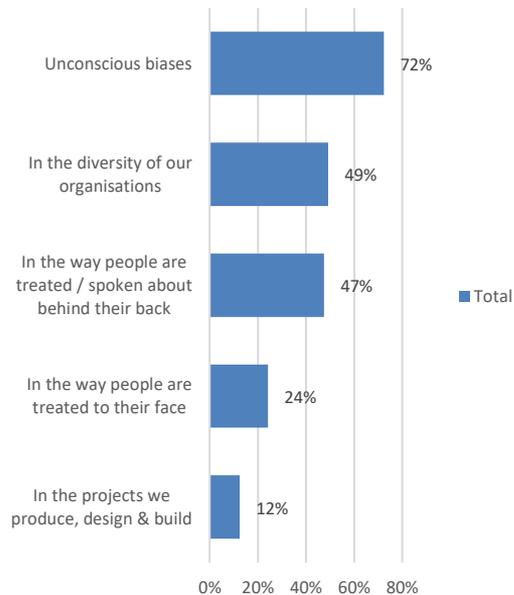
## Civil Engineering projects

# Detailed Findings – Civil Engineering and projects

## Does racism present itself in your industry and projects?



## How does it present itself?



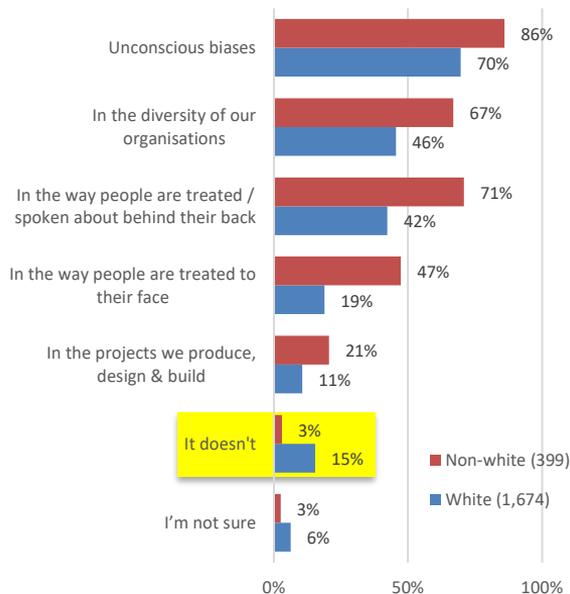
## **4/5 see racism in civil engineering and their projects, and this tends to be attributed to unconscious biases**

- 13% don't believe there is racism in their industry or projects they work on, and 6% were unsure or did not give an answer.
- 81% believe it does present itself.
- Participants were further asked how racism presents itself in civil engineering and the projects they work on. Five options were given.
- Most commonly unconscious biases were cited, but also the level of diversity within organisations; and the treatment of staff behind their back.
- The most common responses to a further open question asking for elaboration were not specifically in relation to engineering or projects, but instead were identifying issues across organisations.
- Nonetheless there are issues at project level and in face-to-face environments.

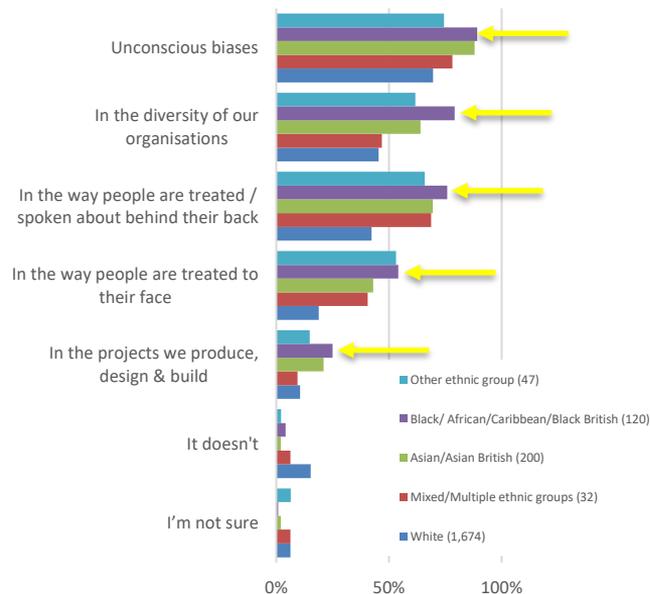
Base: All respondents (2,110)

# Detailed Findings – Civil Engineering and projects

**How does it present itself? – By Ethnicity**



**How does it present itself? – By Ethnicity**



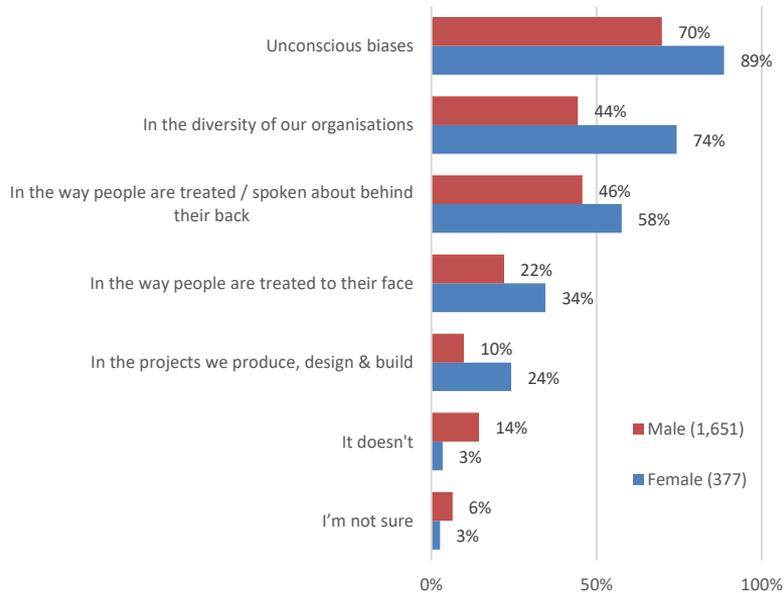
**There is clear differentiation when comparing White ethnicities with others – the issues are seen first-hand**

- By ethnicity, POC are more aware of racism in the civil engineering industry and the projects they work on.
- The same forms of racism are recognised by all ethnicities and to the same degree; however the 'extent' of the racism is the variable.
- There are significantly higher response levels for all forms of racism among minority ethnic groups, compared to White respondents.
- When looking at specific ethnicities, Black/ African/Caribbean/Black British see more racism compared to other ethnicities, in all areas.

Base: All respondents (2,110); see graphs

# Detailed Findings – Civil Engineering and projects

## How does it present itself? – By Gender



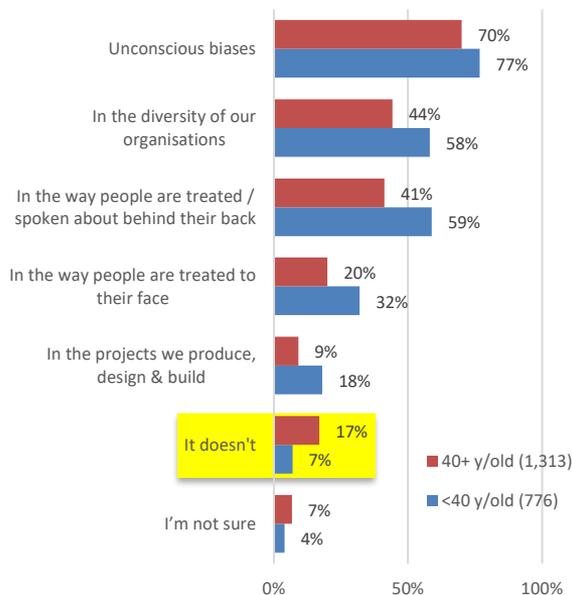
## Gender differences are as strong as ethnicity differences.

- By gender, there is a clear finding that women are more likely to identify racism in the civil engineering industry and civil engineering project work. Only 3% do not believe there is racism present.
- Across all areas, women particularly identify diversity within organisations and unconscious biases.
- Within this survey women's views are comparable to ethnic minorities in this study.

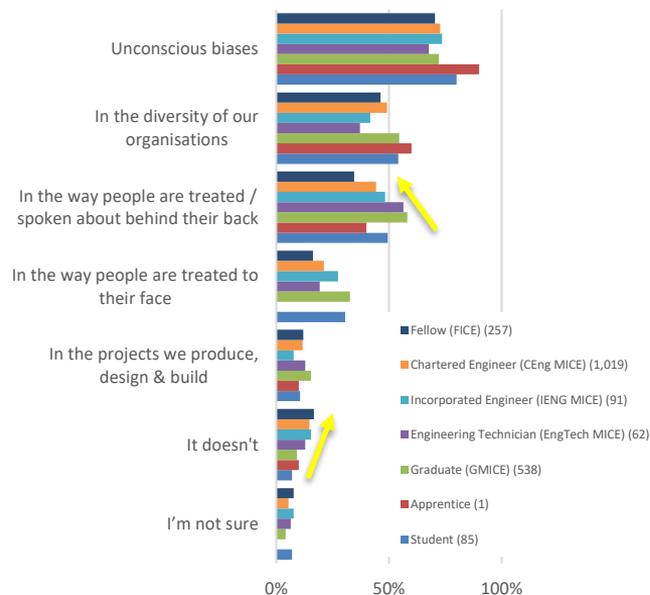
Base: All respondents (2,110); see graphs

# Detailed Findings – Civil Engineering and projects

**How does it present itself? – By Age**



**How does it present itself? – By Membership level**



**Age is also a factor, with older engineers recognising and observing racism to a lesser extent.**

- By age, there are some clear differences, with older engineers not appearing to see racism as much as those entering the industry and those mid-career.
- Age broadly corresponds with Membership grade, Those more advanced in their careers are less likely to see racism, as compared to those starting their engineering careers.
- Racist treatment that takes place behind peoples' backs is recognised more among early career engineers.

Base: All respondents (2,110); see graphs

**NOTE: Other breakdowns can be seen in the data tables, but most findings tend to correlate with another e.g. age + membership level + seniority etc.**

# Detailed Findings

## Experiences of racism

# Detailed Findings – Experiences of racism

	Total	White	Mixed/ Multiple ethnic groups	Asian/Asian British	Black/African/ Caribbean/ Black British	Other ethnic group
<i>Base</i>	2110	1674	52	200	100	47
→ I have been encouraged to apply for promotion*	3.04	3.13	2.91	2.73	2.52	2.55
I have challenged colleagues who have used racist language/behaviours in the workplace in the last 18 months	2.69	2.65	3.00	2.92	2.89	2.44
I have heard racist comments/language/behaviours used in my workplace within the last 18 months	2.49	2.34	2.92	3.04	3.44	2.89
I feel I have been denied opportunities that my peers have been given, for example access to training, development or certain work	2.20	1.98	2.52	2.98	3.47	2.82
→ My ethnicity has presented a barrier to career progression in civil engineering	1.95	1.59	2.88	3.32	3.64	3.17
I have been the victim of racism at my place of work	1.88	1.59	2.63	2.92	3.44	2.79

Red cells indicate a negative score e.g. more likely to be a victim of racism. Green cells indicate a positive score e.g. less impacted by racism.

\*Indicates colouring reversed

Table shows the mean scores on a 1-5 scale for each statement. (1 = strongly disagree with the statement, 5 = strongly agree)

Base: All respondents (2,110); see table

**Minority ethnic groups have been denied opportunities to progress their career and have not been encouraged to apply for promotion – notably Black respondents.**

- There are clear differences in experiences of racism by broad ethnicity categories.
- Black respondents see their ethnicity as a barrier to progression and have not been encouraged to apply for promotion. They also report racist comments, have been denied opportunities to progress and report being a victim, personally, at work.
- Other ethnic groups have experienced this, particularly in the area of career progression – notably Asian/Asian British and Other ethnic groups.
- Mixed ethnicity respondents have experienced racism to a lesser extent but are more likely to report challenging racism with colleagues.

# Detailed Findings – Experiences of racism

	Total	White <40	White 40+	Mixed/Multiple ethnic groups <40	Mixed/Multiple ethnic groups 40+	Asian/Asian British <40	Asian/Asian British 40+	Black/African/Caribbean/Black British <40	Black/African/Caribbean/Black British 40+	Other ethnic group <40	Other ethnic group 40+
<i>Base</i>	<b>2110</b>	557	1106	19	13	104	95	65	55	27	70
I have been encouraged to apply for promotion*	3.04	3.10	3.15	3.19	2.64	2.87	2.57	2.68	2.45	2.65	2.41
I have challenged colleagues who have used racist language/behaviours in the workplace in the last 18 months	2.69	2.75	2.59	2.86	2.91	3.00	2.83	3.22	2.55	2.56	2.28
I have heard racist comments/language/behaviours used in my workplace within the last 18 months	2.49	2.55	2.22	3.00	2.67	3.21	2.84	3.42	3.31	3.00	2.74
I feel I have been denied opportunities that my peers have been given, for example access to training, development or certain work	2.20	2.10	1.91	2.44	2.75	2.84	3.12	3.24	3.36	2.69	3.00
My ethnicity has presented a barrier to career progression in civil engineering	1.95	1.66	1.56	2.50	3.00	3.16	3.46	3.33	3.82	3.19	3.15
I have been the victim of racism at my place of work	1.88	1.60	1.59	2.39	2.83	2.87	2.95	3.10	3.58	2.58	3.05

Base: All respondents (2,110); see table

**Racism affects all generations. Older engineers feel their careers have suffered, whilst younger engineers have spoken out more against racist colleagues.**

- When age groups of each ethnicity are compared there are no clear patterns or trends.
- One consistent finding is that those in the older age groups have been victims of racism in the workplace, feel their ethnicity has been a barrier to career progression and they have been denied opportunities. They have not been encouraged to apply for promotion.
- Younger engineers, however, have challenged racist colleagues more – indicating they are speaking out, and confident enough to do this in the workplace.

# Detailed Findings – Experiences of racism

	Total	Female <40	Female 40+	Male <40	Male 40+
<i>Total</i>	<b>2110</b>	235	141	517	1125
I have been encouraged to apply for promotion*	<b>3.04</b>	2.95	2.82	3.09	3.08
I have challenged colleagues who have used racist language/behaviours in the workplace in the last 18 months	<b>2.69</b>	3.03	3.13	2.76	2.53
I have heard racist comments/language/behaviours used in my workplace with within the last 18 months	<b>2.49</b>	2.85	2.65	2.68	2.30
I feel I have been denied opportunities that my peers have been given, for example access to training, development or certain work	<b>2.20</b>	2.41	2.65	2.26	2.02
My ethnicity has presented a barrier to career progression in civil engineering	<b>1.95</b>	2.06	2.03	2.07	1.84
I have been the victim of racism at my place of work	<b>1.88</b>	1.98	2.03	1.93	1.79

Base: All respondents (2,110); See table

**Younger engineers are seeing and challenging racism more – but women are being denied opportunities and are raising concerns.**

- There is a clear difference in responses by gender.
- Female engineers appear to be more likely to challenge racists in their workplace, when compared to males, and feel they have been denied opportunities.
- There is also a trend by age, with younger males and females more likely to see and challenge racism, when compared to older engineers.

# Detailed Findings

## Company culture

# Detailed Findings – Company culture

	Total	White	Mixed/Multiple ethnic groups	Asian/Asian British	Black/African/Caribbean/Black British	Other ethnic group
<i>Base</i>	<b>2110</b>	1674	52	200	100	47
My company is committed to diversity and inclusion	4.13	4.24	4.04	3.77	3.52	3.70
I generally feel included at work	4.05	4.14	3.88	3.70	3.55	3.65
I trust my organisation's leadership to involve people affected by their decisions	3.59	3.70	3.49	3.27	2.97	3.27
People like me are represented in my organisation's senior management	3.57	3.91	2.46	2.32	2.08	2.46
I find employee networks beneficial	3.55	3.55	3.47	3.57	3.66	3.61
Issues related to gender are openly discussed in my workplace	3.49	3.55	3.28	3.21	3.25	3.39
Issues related to disability are openly discussed in my workplace	3.44	3.50	3.21	3.20	3.10	3.30
Issues related to LGBTQ+ are openly discussed in my workplace	3.29	3.33	2.91	3.20	3.16	3.24
Issues related to race are openly discussed in my workplace	3.23	3.34	3.06	2.94	2.42	2.86
There is sufficient support for Black and minority ethnic colleagues from senior colleagues in the industry	3.20	3.32	2.94	2.79	2.39	2.93
My company publishes an ethnicity pay gap report	2.59	2.70	2.56	2.24	1.90	2.06
At work, I cover or downplay the parts of my identity that make me different*	2.48	2.34	2.72	3.06	3.01	2.95
Discussions about race and identity in the workplace make me feel uncomfortable*	2.26	2.14	2.37	2.67	2.81	2.67
My organisation has a cultural expectation that employees should cover or downplay things that make them different*	2.17	2.04	2.43	2.69	2.73	2.64

Red cells indicate a negative score e.g. more likely to be a victim of racism. Green cells indicate a positive score e.g. less impacted by racism.

\*indicates colouring reversed

Table shows the mean scores on a 1-5 scale for each statement. (1 = strongly disagree with the statement, 5 = strongly agree)

Base: All respondents (2,110); see table

**Minority ethnic groups (particularly black respondents) do not feel comfortable with their organisations' efforts at tackling inequality and racism. They report that issues are not discussed and are hidden away, and that there is not enough senior support.**

- There is clearly a disparity between views of White respondents and others, with minority ethnic groups unhappy with their company's commitment to tackling racism. There is a:
  - A lack of minority ethnic representation in senior management.
  - A lack of open discussion about race in the workplace (especially when compared to gender, disability and sexuality).
  - Insufficient support from senior colleagues in the industry.
  - No publishing of ethnicity pay gap reports.
  - A lack of trust in the organisation for involving ethnicities in their decisions.
- However, employee networks are seen as proving beneficial to minority ethnic groups and providing an outlet for open discussion.

# Detailed Findings – Company culture

	Total	White <40	White 40+	Mixed/Multiple ethnic groups <40	Mixed/ Multiple ethnic groups 40+	Asian/Asian British <40	Asian/Asian British 40+	Black/African/ Caribbean/Black British <40	Black/African/ Caribbean/Black British 40+	Other ethnic group <40	Other ethnic group 40+
<i>Base</i>	<b>2110</b>	557	1106	19	13	104	95	65	55	27	20
My company is committed to diversity and inclusion	4.13	4.12	4.31	3.89	3.92	3.92	3.60	3.82	3.40	3.88	3.44
I generally feel included at work	4.05	4.13	4.16	3.94	3.85	3.90	3.49	3.67	3.51	3.84	3.39
I trust my organisation's leadership to involve people affected by their decisions	3.59	3.53	3.80	3.11	3.62	3.34	3.19	3.16	3.00	3.25	3.29
People like me are represented in my organisation's senior management	3.57	3.66	4.06	2.39	3.15	2.04	2.61	1.88	2.29	2.29	2.71
I find employee networks beneficial	3.55	3.58	3.53	3.31	3.92	3.73	3.39	3.89	3.27	3.71	3.47
Issues related to gender are openly discussed in my workplace	3.49	3.43	3.63	3.06	3.33	3.34	3.08	3.34	3.22	3.31	3.50
Issues related to disability are openly discussed in my workplace	3.44	3.29	3.63	3.44	3.25	3.19	3.22	3.03	3.12	3.13	3.56
Issues related to LGBTQ+ are openly discussed in my workplace	3.29	3.24	3.39	3.00	2.67	3.21	3.20	3.22	3.02	3.25	3.24
Issues related to race are openly discussed in my workplace	3.23	3.18	3.44	2.94	3.08	3.08	2.79	2.61	2.44	3.00	2.65
There is sufficient support for Black and minority ethnic colleagues from senior colleagues in the industry	3.20	3.15	3.41	3.11	2.92	2.76	2.84	2.41	2.53	2.76	3.17
My company publishes an ethnicity pay gap report	2.59	2.76	2.67	2.63	2.44	2.39	2.11	2.11	1.84	1.95	2.19
At work, I cover or downplay the parts of my identity that make me different*	2.48	2.49	2.24	2.83	2.15	3.11	3.01	3.37	2.58	2.77	3.22
Discussions about race and identity in the workplace make me feel uncomfortable*	2.26	2.13	2.15	2.11	2.54	2.60	2.74	2.85	2.65	2.64	2.72
My organisation has a cultural expectation that employees should cover or downplay things that make them different*	2.17	2.03	2.05	2.28	2.38	2.66	2.71	2.58	2.87	2.79	2.44

Base: All respondents (2,110); see table

**There is a lack of trust and inclusion reported by older minority ethnic respondents who do not think their organisations are committed to change.**

**Younger minority ethnic respondents find employee networks helpful, but do not feel represented in their company and often downplay their identity to fit in.**

- Issues are identified among younger (<40 years) and older (>40 years) minority ethnic engineers.
- Notably, there are a few differences which have been highlighted:
  - Older minority ethnic groups do not feel their company is committed to diversity and inclusion, do not feel included and do not trust their company leadership to improve involvement.
  - Employee networks are seen as very helpful to younger engineers, but less so to older engineers.
  - Young minority ethnic respondents do not feel they are represented in senior management. Their view of workplace culture and opportunity is not positive.
  - Young black respondents downplay their race and parts of their identity to fit in.

# Detailed Findings – Company culture

	Total	Female <40	Female 40+	Male <40	Male 40+
<i>Base</i>	2110	235	141	517	1125
My company is committed to diversity and inclusion	4.13	4.06	4.08	4.03	4.22
I generally feel included at work	4.05	3.97	3.79	4.06	4.09
I trust my organisation's leadership to involve people affected by their decisions	3.59	3.32	3.39	3.51	3.74
People like me are represented in my organisation's senior management	3.57	2.68	3.22	3.48	3.90
I find employee networks beneficial	3.55	3.78	3.50	3.56	3.51
Issues related to gender are openly discussed in my workplace	3.49	3.33	3.44	3.42	3.58
Issues related to disability are openly discussed in my workplace	3.44	3.07	3.31	3.34	3.61
Issues related to LGBTQ+ are openly discussed in my workplace	3.29	3.16	3.35	3.24	3.34
Issues related to race are openly discussed in my workplace	3.23	3.00	3.30	3.16	3.32
There is sufficient support for Black and minority ethnic colleagues from senior colleagues in the industry	3.20	2.76	2.92	3.11	3.36
My company publishes an ethnicity pay gap report	2.59	2.60	2.57	2.63	2.56
At work, I cover or downplay the parts of my identity that make me different*	2.48	2.91	2.77	2.54	2.31
Discussions about race and identity in the workplace make me feel uncomfortable*	2.26	2.16	2.24	2.29	2.25
My organisation has a cultural expectation that employees should cover or downplay things that make them different*	2.17	2.24	2.31	2.17	2.14

Base: All respondents (2,110); see table

**Women do not feel there is sufficient support for Black and minority ethnic groups and they also feel they need to downplay parts of their identity to fit in.**

**Gender and race intersectionality is an issue, and experiences of gender and race can be connected.**

- Across most statements concerning company culture, the views of women are more negative than those of men. However, the findings are not statistically significant.
- The findings of most note are those highlighted:
  - Women (regardless of age) do not feel that there is sufficient support for Black and minority ethnic groups from senior colleagues in the industry.
  - They do not feel included or represented.
  - Women feel they must downplay parts of their identity to fit in – *this may be gender, but likely their ethnicity too as the question focused on ethnicity.*
  - Men find it slightly more uncomfortable than women approaching subjects such as race.

# Detailed Findings

## Management and HR

# Detailed Findings – Management and HR

	Total	White	Mixed/ Multiple ethnic groups	Asian/Asian British	Black/ African/ Caribbean/ Black British	Other ethnic group
<i>Base</i>	<b>2110</b>	1674	52	200	100	47
I trust my team to be vocally supportive of someone who may be discriminated against because of their race	4.06	4.19	3.90	3.66	3.12	3.51
I trust that my employer would be capable of dealing with inappropriate language or behaviour related to race, if someone reported it	4.03	4.14	4.06	3.67	3.38	3.53
I would feel confident reporting inappropriate language or behaviour related to race to my line manager or HR	4.02	4.16	4.02	3.62	3.26	3.35

*Red cells indicate a negative score e.g. more likely to be a victim of racism. Green cells indicate a positive score e.g. less impacted by racism.*

Table shows the mean scores on a 1-5 scale for each statement. (1 = strongly disagree with the statement, 5 = strongly agree)

Base: All respondents (2,110); see table



**There is a lack of trust among minority ethnic respondents that their team or their employer would support them or be capable of dealing with race discrimination – there is little trust or confidence that the issues would be dealt with.**

**Minority ethnic respondents would also find it hard to raise issues.**

- There are some major differences between ethnic groups concerning management and HR, and their trust in an employer.
- Black respondents are particularly less trusting of their team and their employer being supportive and capable of dealing with race-related issues. They also do not feel confidence in reporting racism themselves.
- Mixed ethnicity engineers are less concerned by these issues. Asian/Asian British, and Black ethnicities report as being particularly negative.

# Detailed Findings – Management and HR

	Total	White <40	White 40+	Mixed/ Multiple ethnic groups <40	Mixed/ Multiple ethnic groups 40+	Asian/Asian British <40	Asian/Asian British 40+	Black/ African/ Caribbean/ Black British <40	Black/ African/ Caribbean/ Black British 40+	Other ethnic group <40	Other ethnic group 40+
<i>Base</i>	2110	557	1106	19	13	104	95	65	55	27	20
I trust my team to be vocally supportive of someone who may be discriminated against because of their race	4.06	4.08	4.26	3.89	3.92	3.77	3.56	3.24	3.24	3.33	3.78
I trust that my employer would be capable of dealing with inappropriate language or behaviour related to race, if someone reported it	4.03	3.99	4.23	3.83	4.31	3.77	3.59	3.59	3.37	3.63	3.39
I would feel confident reporting inappropriate language or behaviour related to race to my line manager or HR	4.02	4.04	4.23	3.94	4.23	3.67	3.57	3.34	3.40	3.40	3.28

Base: All respondents (2,110); see table

**Older minority ethnic groups are more trusting that their team would be vocally supportive of them, yet they do not trust their employer to deal with the issue capably if it was reported.**

- When the age groups within ethnicities are explored, older ethnic minority respondents are more trusting that their team would be vocally supportive of them, yet they do not trust their employer to capably deal with the issue if it was reported.
- This is a distinct difference which reflects negatively on the employer rather than colleagues.

# Detailed Findings – Management and HR

	Total	Female <40	Female 40+	Male <40	Male 40+
<i>Base</i>	<b>2110</b>	235	141	517	1125
I trust my team to be vocally supportive of someone who may be discriminated against because of their race	<b>4.06</b>	3.78	3.85	4.01	4.18
I trust that my employer would be capable of dealing with inappropriate language or behaviour related to race, if someone reported it	<b>4.03</b>	3.72	3.84	3.99	4.16
I would feel confident reporting inappropriate language or behaviour related to race to my line manager or HR	<b>4.02</b>	3.78	3.91	3.95	4.15

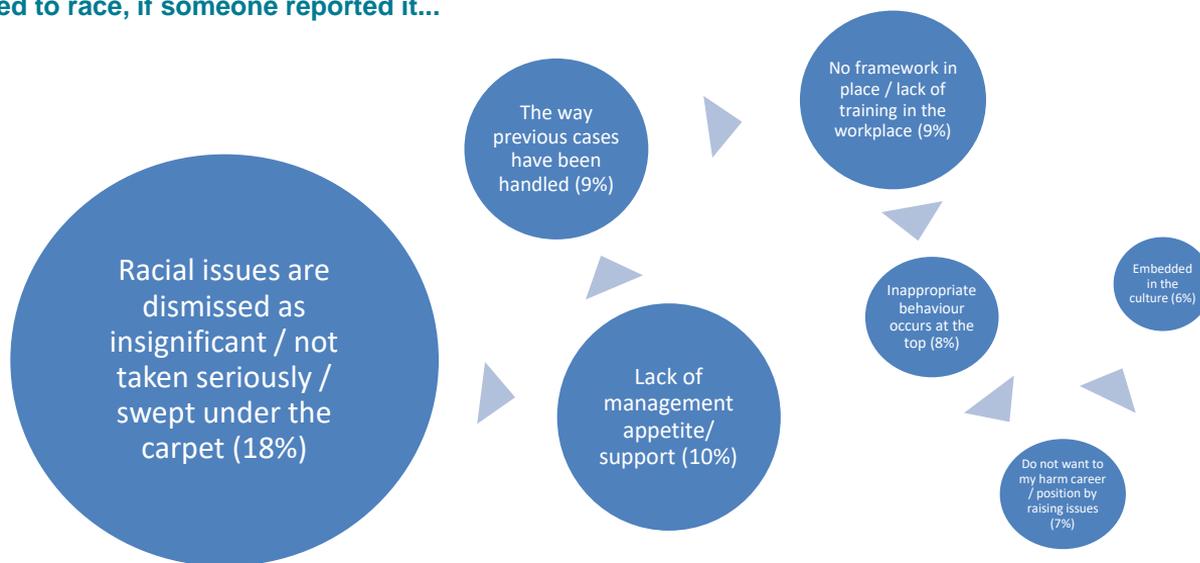
Base: All respondents (2,110); see table

**Women have less trust in the system, and in their colleagues. Younger women (and men) are even less confident in colleagues to back them, and less confident in employers to resolve issues.**

- By gender, there are some clear differences, but also by age.
- Male engineers are significantly more trusting of their team and their employer and would also be confident reporting issues to management.
  - However, younger males are less confident in their colleagues and their employer.
- Female engineers, however, are less trusting in their team, in their management's ability to resolve issues, and they have less confidence in reporting issues themselves.
  - These traits are stronger among younger women who are less trusting than older women.

# Reasons for not trusting employers

Respondents were asked why they do not trust that their employer would be capable of dealing with inappropriate language or behaviour related to race, if someone reported it...



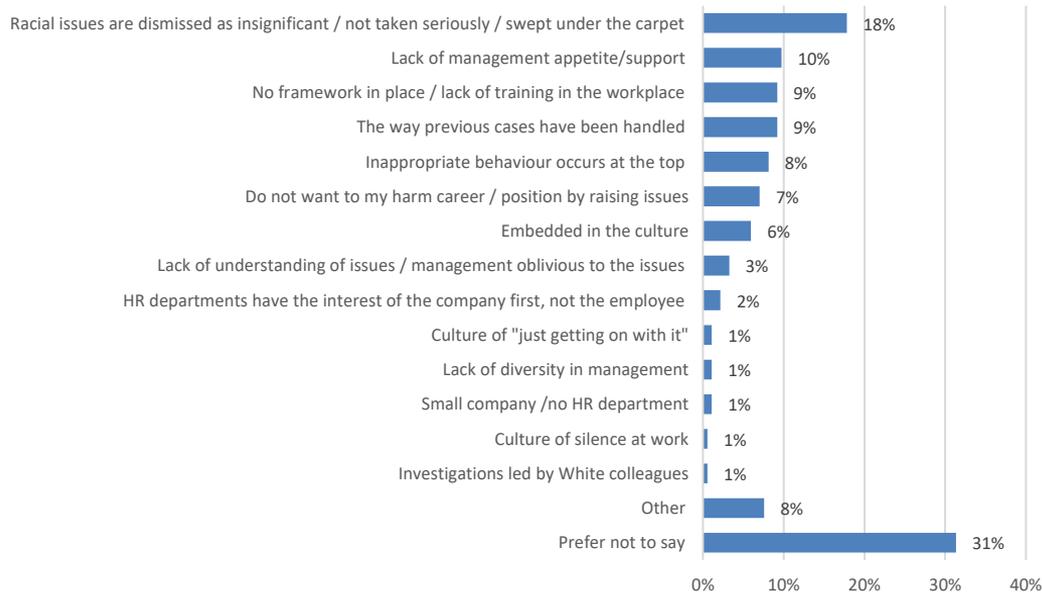
Other notable feedback
Lack of understanding of issues / management oblivious to the issues
HR departments have the interest of the company first, not the employee
Small company/No HR department
Lack of diversity in management
Culture of "just getting on with it"
Investigations led by white colleagues
Culture of silence at work

Base: All those who do not trust that their employer would be capable of dealing with inappropriate language or behaviour related to race, if someone reported it (185)

Coded responses to an open question allowing respondents to provide further details.

# Reasons for not trusting employers - SUMMARY

## Reasons given for not trusting their employer to deal with racism – SUMMARY



Summary of the verbatim feedback, coded and ordered by the number of responses.

Base: All those who do not trust that their employer would be capable of dealing with inappropriate language or behaviour related to race, if someone reported it (185).

# Detailed Findings

## Civil Engineering profession

# Detailed Findings – Civil Engineering profession

	Total	White	Mixed/ Multiple ethnic groups	Asian/Asian British	Black/ African/ Caribbean/ Black British	Other ethnic group
<i>Base</i>	2110	1674	52	200	100	47
I would recommend civil engineering as a career to people, regardless of their ethnicity, sexual orientation or gender	4.42	4.46	4.37	4.22	4.32	4.07
I would like to see more support for Black and minority ethnic employees within the profession	3.75	3.65	4.04	4.21	4.55	4.17

*Red cells indicate a negative score e.g. more likely to be a victim of racism. Green cells indicate a positive score e.g. less impacted by racism.*

Table shows the mean scores on a 1-5 scale for each statement. (1 = strongly disagree with the statement, 5 = strongly agree)

Base: All respondents (2,110); see table

**There is a desire to recommend civil engineering to others and to boost the industry. However, there is a strong desire for more support, from ethnic minority groups.**

**There is less of a drive for supporting minority ethnic groups from White engineers.**

- Regardless of ethnicity, there is a strong desire to recommend civil engineering to others and to other minority ethnic groups – this is an area respondents from all profiles agree on.
- However, when asked if they would like to see more support for minority ethnic groups within the profession, White respondents do not have similar agreement levels with minority ethnic groups. Black respondents want more support.
- Black respondents, in fact, were the least likely to recommend civil engineering to others – however the figure was still relatively high – but it is worth noting, as there is likely a link between support levels and the propensity to recommend this career to others.

# Detailed Findings – Civil Engineering profession

	Total	White <40	White 40+	Mixed/ Multiple ethnic groups <40	Mixed/ Multiple ethnic groups 40+	Asian/Asian British <40	Asian/Asian British 40+	Black/ African/ Caribbean/ Black British<40	Black/ African/ Caribbean/ Black British 40+	Other ethnic group <40	Other ethnic group 40+
<i>Base</i>	2110	557	1106	19	13	104	95	65	55	27	20
I would recommend civil engineering as a career to people, regardless of their ethnicity, sexual orientation or gender	4.42	4.44	4.47	4.42	4.54	4.24	4.19	4.22	4.40	4.19	3.89
I would like to see more support for Black and minority ethnic employees within the profession	3.75	3.88	3.55	4.21	3.62	4.28	4.12	4.55	4.40	4.24	4.06

Base: All respondents (2,110); see table

**Younger engineers, across ethnic groups, are less likely to recommend a career in civil engineering to others; they want there to be more support offered to minority ethnic groups.**

**Responses from minority ethnic engineers raise the possibility of a shift away from civil engineering careers if there is no positive change.**

- Among the different age groups there are some further differences.
- Younger White engineers are more supportive of minority ethnic groups and would like to see more resources given, but the figure is still relatively low compared to other ethnic groups.
- Overall, there is a strong view from younger engineers that more support is needed.
- As for whether they would recommend a career in civil engineering - there is some concern, as the younger age groups are less positive than the older (particularly Black respondents), indicating there could be an issue in the future if there is no significant change.

# Detailed Findings – Civil Engineering profession

	Total	Female <40	Female 40+	Male <40	Male 40+
<i>Base</i>	<b>2110</b>	235	141	517	1125
I would recommend civil engineering as a career to people, regardless of their ethnicity, sexual orientation or gender	4.42	4.36	4.16	4.39	4.48
I would like to see more support for Black and minority ethnic employees within the profession	3.75	4.23	4.06	3.95	3.58

Base: All respondents (2,110); see table

**Younger women are more positive about the industry, as are older men.**

**Men are less likely than women to endorse more support for minority ethnic groups in engineering.**

- Women are less likely to recommend a career in civil engineering than men, but the trend is more positive among younger women. Women also feel that there needs to be more support for Black and minority ethnic engineers.
- Men, on the other hand, are more positive about the industry, but slightly less so among younger engineers. They do not feel there needs to be as much support for minority ethnic groups.

# Reasons for not recommending Civil Engineering

Respondents were asked why they would not recommend Civil Engineering as a career to people, regardless of their ethnicity, sexual orientation or gender...



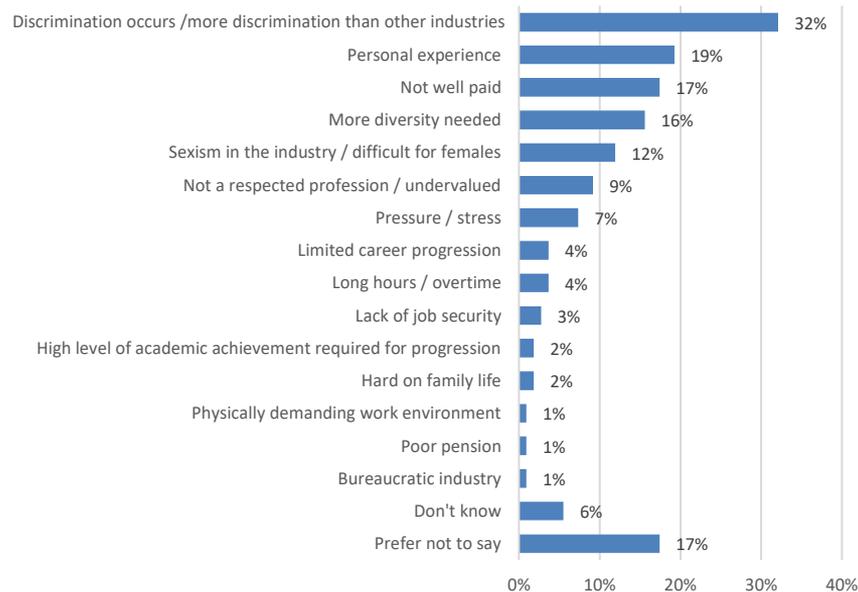
Other notable feedback
Long hours / overtime
Limited career progression
Lack of job security
Hard on family life
High level of academic achievement required for progression
Bureaucratic industry
Poor pension
Physically demanding work environment

Base: All those who would not recommend civil engineering as a career to people, regardless of their ethnicity, sexual orientation or gender (109).

Coded responses to an open question allowing respondents to provide further details.

# Reasons for not recommending Civil Engineering - SUMMARY

## Reasons for not recommending civil engineering as a career – SUMMARY



**Summary of the verbatim feedback, coded and ordered by the number of responses.**

Base: All those who would not recommend civil engineering as a career to people, regardless of their ethnicity, sexual orientation or gender (109).

# Further support for minority ethnic groups

Respondents were asked what support they would like to see for black and minority ethnic groups within the civil engineering profession...

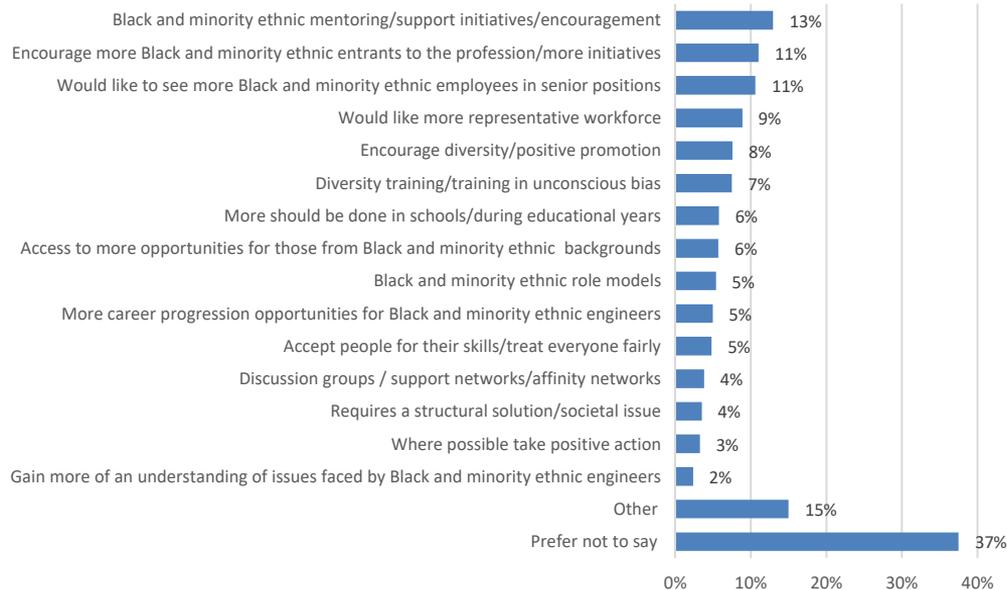


Other notable feedback
BAME role models
More career progression opportunities for BAME
Accept people for their skills / treat everyone fairly
Discussion groups / support networks / affinity networks
Requires a structural solution / societal issue
Where possible take positive action
Gain more of an understanding of issues faced by BAME
More transparency around promotion / recruitment / Ensure fairness

Base: All those who would like to see more support for Black and minority ethnic employees within the profession (1,227).

Coded responses to an open question allowing respondents to provide further details.

## Further support they'd like to see for Black and minority ethnic groups – SUMMARY



Summary of the verbatim feedback, coded and ordered by the number of responses.

Base: All those who would like to see more support for Black and minority ethnic employees within the profession (1,227).

# Detailed Findings

ICE

	Total	White	Mixed/ Multiple ethnic groups	Asian/Asian British	Black/ African/ Caribbean/ Black British	Other ethnic group
<i>Base</i>	<b>2110</b>	1674	52	200	100	47
I generally feel included at ICE events	3.97	4.01	4.06	3.87	3.70	3.71
ICE has a cultural expectation that members should cover or downplay things that make them different*	2.31	2.24	2.55	2.59	2.72	2.53
At ICE events or meetings, I cover or downplay the parts of my identity that make me different*	2.27	2.17	2.47	2.63	2.80	2.67

*Red cells indicate a negative score e.g. more likely to be a victim of racism. Green cells indicate a positive score e.g. less impacted by racism.*

*\*indicates colouring reversed*

Table shows the mean scores on a 1-5 scale for each statement. (1 = strongly disagree with the statement, 5 = strongly agree)

Base: All respondents (2,110); see table

**Black respondents, in particular, and other minority ethnic groups do not feel included at ICE events and feel they need to downplay their differences to fit in.**

**They also feel ICE expects them to downplay these differences.**

- White and mixed ethnicity respondents feel included at ICE events, but other minority ethnic groups do not feel included.
- This links in with the results from the other statements, that minority ethnic groups feel they need to downplay their identity to fit in at ICE meetings or events, or there is an expectation from ICE for them to do so.
  - The data here is compelling for Black respondents as the differences compared to other ethnicities and White ethnicities are significant.

	Total	White <40	White 40+	Mixed/ Multiple ethnic groups <40	Mixed/ Multiple ethnic groups 40+	Asian/Asian British <40	Asian/Asian British 40+	Black/ African/ Caribbean/ Black British<40	Black/ African/ Caribbean/ Black British 40+	Other ethnic group <40	Other ethnic group 40+
<i>Base</i>	<b>2110</b>	557	1106	19	13	104	95	65	55	27	20
I generally feel included at ICE events	<b>3.97</b>	4.00	4.03	4.11	4.15	3.73	4.02	3.65	3.85	3.63	3.83
ICE has a cultural expectation that members should cover or downplay things that make them different*	<b>2.31</b>	2.16	2.28	2.53	2.46	2.63	2.53	2.80	2.58	2.59	2.44
At ICE events or meetings, I cover or downplay the parts of my identity that make me different*	<b>2.27</b>	2.32	2.09	2.47	2.25	2.73	2.54	2.97	2.51	2.62	2.74

Base: All respondents (2,110); see table

**Younger engineers do not feel included and they feel the need to downplay their race to fit in – this is very strong among Black respondents.**

- When assessing age groups with ethnicity, the views are amplified among younger engineers, who feel they are not included, and that there is an expectation for *them* to change rather than ICE.
- The feeling of a lack of inclusion is across all minority ethnic groups (bar mixed ethnicity) and reporting the need to downplay identity is particularly strong among Black respondents.

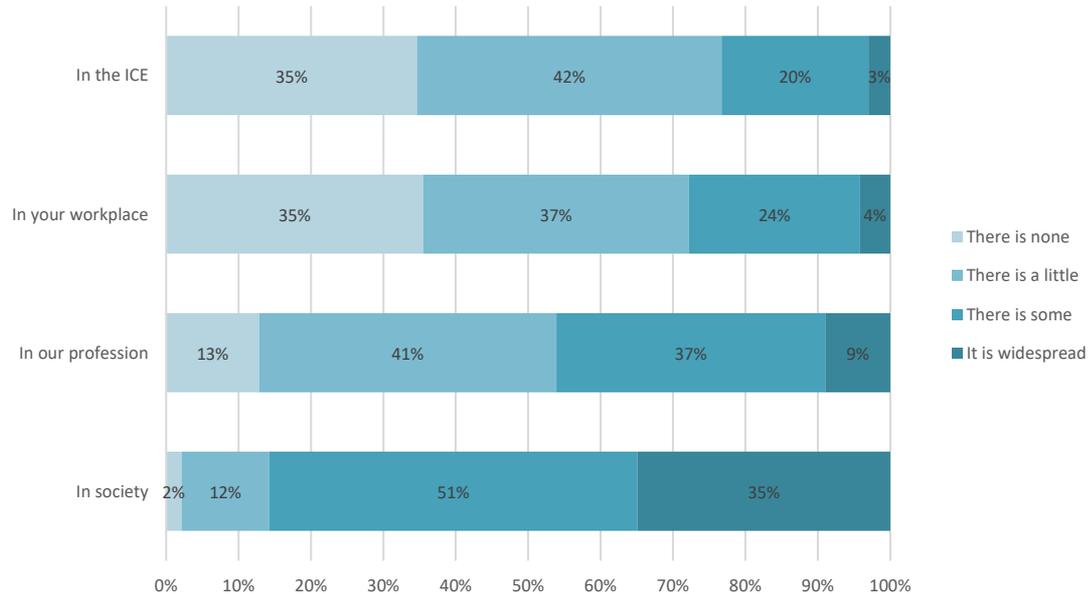
	Total	Female <40	Female 40+	Male <40	Male 40+
<i>Base</i>	<b>2110</b>	235	141	517	1125
I generally feel included at ICE events	3.97	3.85	3.82	3.95	4.04
ICE has a cultural expectation that members should cover or downplay things that make them different*	2.31	2.32	2.63	2.28	2.27
At ICE events or meetings, I cover or downplay the parts of my identity that make me different*	2.27	2.59	2.46	2.37	2.12

Base: All respondents (2,110); see table

**Older female engineers believe there is too much of an expectation from ICE for members to downplay their differences.**

- There are fewer differences by gender. However, one finding of note is that older women feel there is an expectation from ICE that members should downplay their differences and personalities.
- This is not a strong view among younger women – indicating that further work might look at reasons for this generational difference.

**Extent of racism in the UK - All respondents**

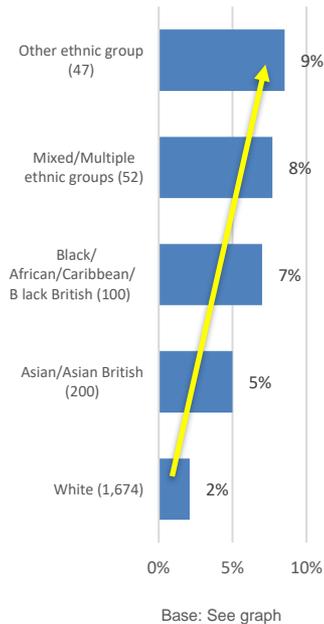


- Overall, 3% of all survey participants believe racism is widespread in ICE. 20% believe there is some, 42% a little and 35% none.
  - Overall, one can take the view that 65% (~2/3) of ICE members believe there is some degree of racism within ICE.
- Findings are slightly more negative in relation to the workplace than ICE – 4% widespread vs. 3%; 24% some vs. 20%.
- However, the engineering profession is seen as more racist, with racism significantly more widespread (9%) and only 13% not seeing any racism in engineering.
- When compared with society in general, survey participants believe there is a major issue with more than 1/3 believing racism is widespread and only 2% not seeing any racism.

Base: All respondents (2,110)

# Detailed Findings – Widespread racism - ICE

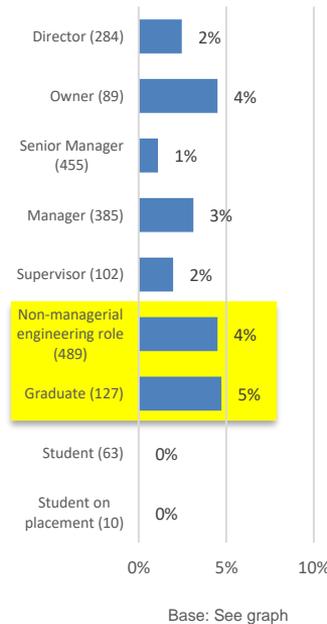
**Views that racism is 'widespread'  
in ICE - Ethnicity**



**Views that racism is 'widespread'  
in ICE - Age**



**Views that racism is 'widespread'  
in ICE - Seniority**

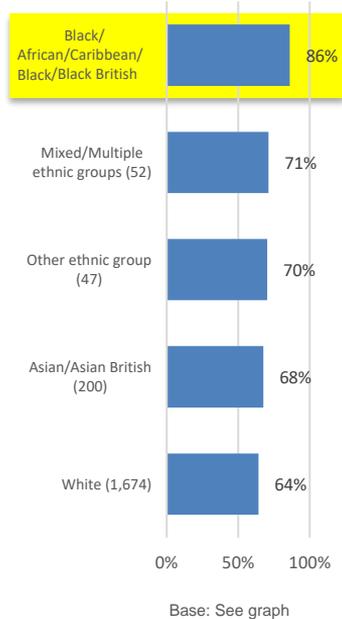


**Racism is seen as widespread by minority ethnic groups and younger engineers typically in non-managerial and graduate roles.**

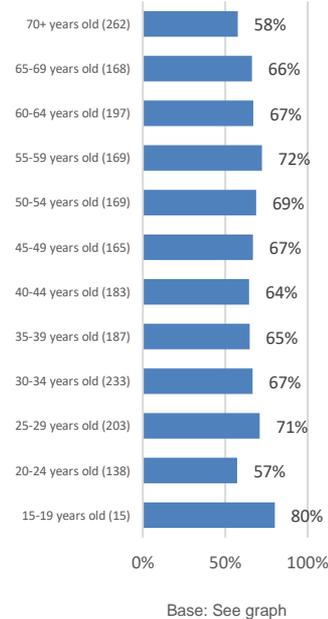
- These graphs show the percentages stating widespread racism present at ICE (3% of respondents overall).
- Whilst all groups can view, observe and recognise racism, there is significantly more recognition of widespread racism among minority ethnic groups, compared to White respondents.
- There is also greater recognition of widespread racism among the younger age groups (ie those <50 y/old). Those in the older age groups including those retired do not see racism as widespread.
- With regards to roles and levels of seniority, there is no clear pattern. Those in non-managerial roles are more likely to recognise racism, as are business owners. Senior managers are least likely.

# Detailed Findings - Any form of racism - ICE

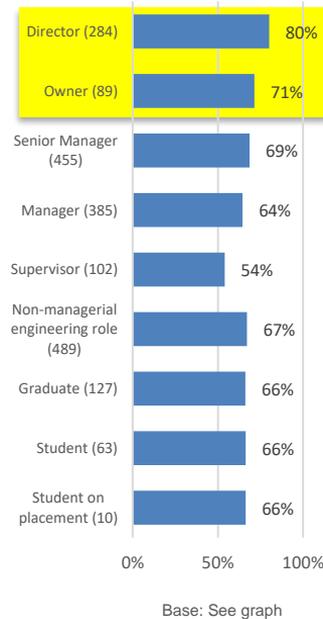
Views that there IS racism in ICE -  
Ethnicity



Views that there IS racism in ICE -  
Age



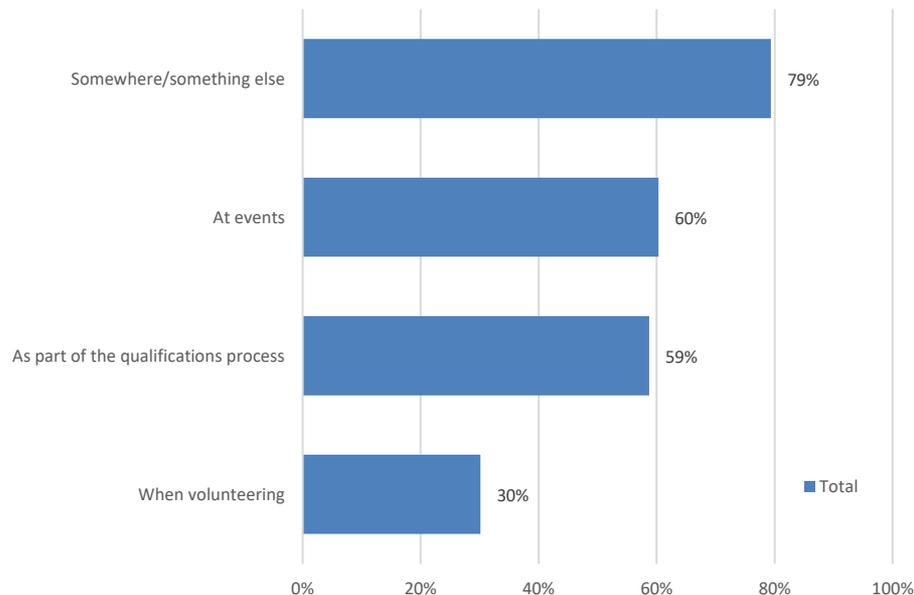
Views that there IS racism in ICE -  
Seniority



## Racism of any form is reported by Black respondents, but also by those in very senior roles.

- These graphs show the percentage stating that there was some form of racism present – not just those considering it widespread.
- As before, whilst all groups can view, observe and recognise racism, there is more recognition of racism in ICE among minority ethnic groups, compared to White respondents. However, nearly two thirds of White respondents still recognised racism in ICE.
- There are no major trends present by age group, other than those starting out in their careers (aged 25-34) and those in later stages of their careers (aged 50-60) see more racism, compared to those mid-career - but the figures are statistically similar.
- Interestingly, when comparing the seniority findings with the previous section there are some differences. Those in very senior positions (Directors, Owners) see more racism compared to those in lower levels.

Where is widespread racism present, at ICE?



**Racism is seen present across ICE, but particularly at events and during the qualifications process for members – also particularly among those operating in the Private sector.**

- Racism appears to be most widespread at ICE events and as part of the qualifications process.
- It is also present when volunteering their time.
- Overall, racism is present in a range of areas – with 79% claiming it is present elsewhere – this is further elaborated on in the next two sections..
- When assessing different profiles, there are not many notable differences, except that those in the Private sector believe racism is more widespread at events, in the qualification process and when volunteering, compared to those in the Public sector.

Base: All those who stated racism was widespread at ICE (63)

Respondents were then asked to elaborate on these racist experiences...

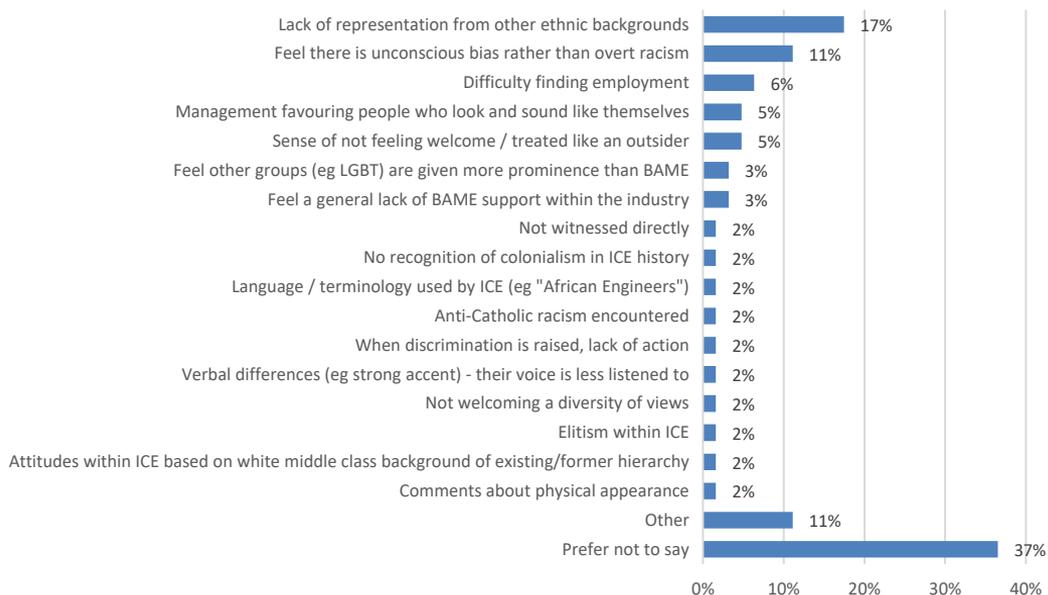


Other notable feedback
Comments about physical appearance
Attitudes within ICE based on white middle class background of existing/former hierarchy
Elitism within ICE
Not welcoming a diversity of views
Verbal differences (eg strong accent) - their voice is less listened to
When discrimination is raised, lack of action
Anti-Catholic racism encountered
Language / terminology used by ICE (eg "African Engineers")
No recognition of colonialism in ICE history
Not witnessed directly

Base: All those who stated racism was widespread at ICE (63)

Coded responses to an open question allowing respondents to provide further details.

## Further elaboration on the racism they have encountered – SUMMARY

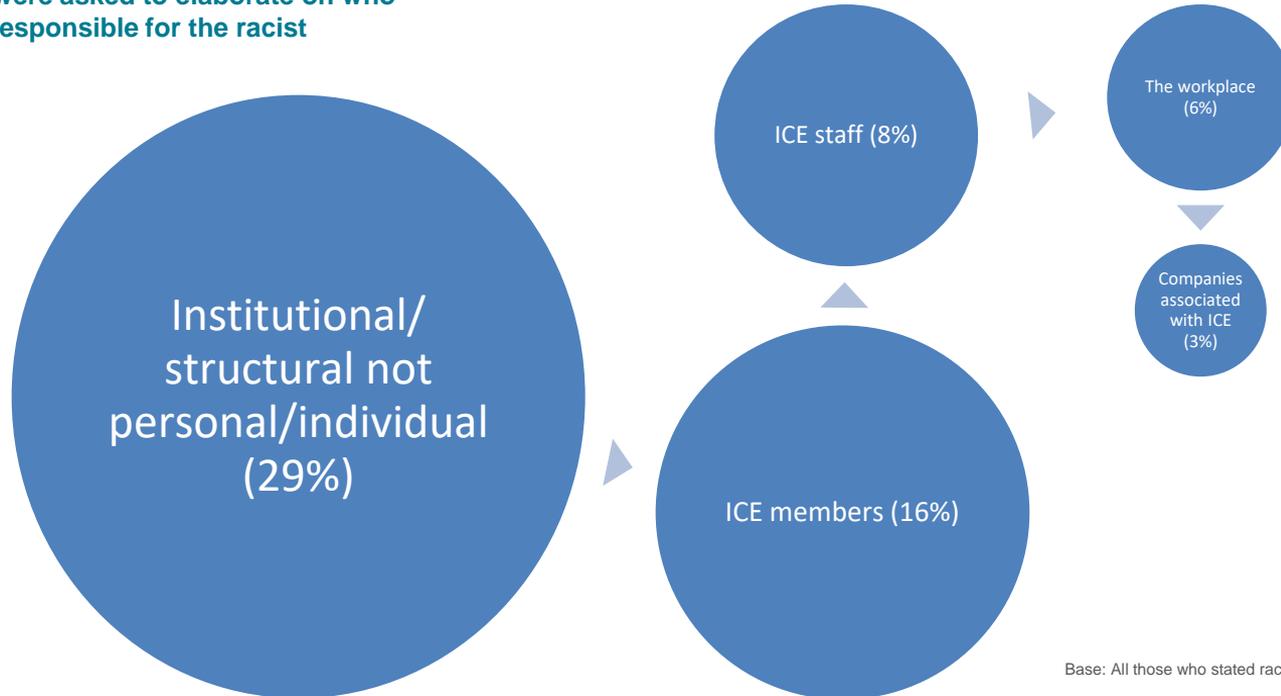


Summary of the verbatim feedback, coded and ordered by the number of responses.

Base: All those who stated racism was widespread at ICE (63)

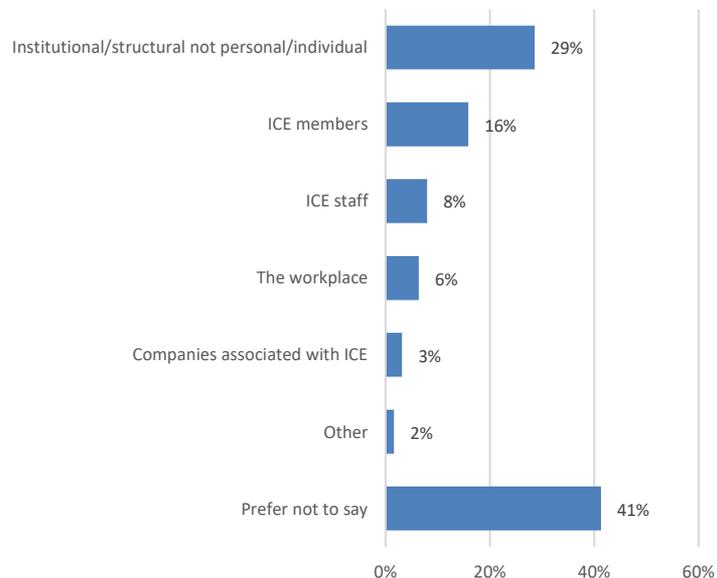
# Further details on who was involved

Respondents were asked to elaborate on who was involved/responsible for the racist activities...



Base: All those who stated racism was widespread at ICE (63).

## Further elaboration on the racism they have encountered – SUMMARY

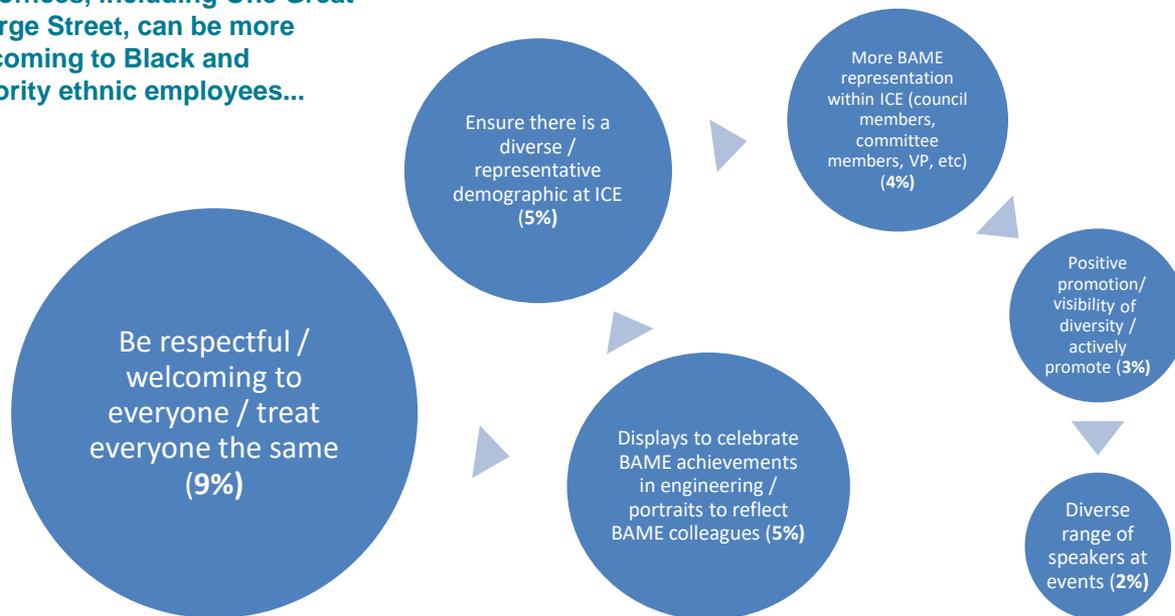


Summary of the verbatim feedback, coded and ordered by the number of responses.

Base: All those who stated racism was widespread at ICE (63)

# How can ICE be more welcoming?

Respondents were asked how ICE offices, including One Great George Street, can be more welcoming to Black and minority ethnic employees...



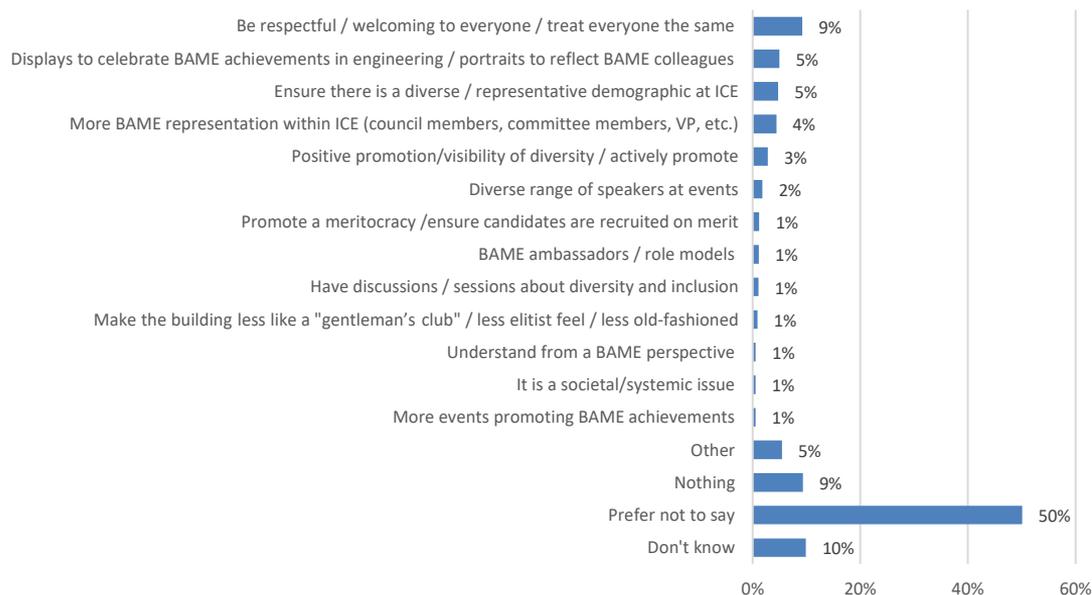
Other notable feedback
Promote a meritocracy / ensure candidates are recruited on merit
BAME ambassadors / role models
Have discussions / sessions about diversity and inclusion
Make the building less like a "gentleman's club" / less elitist feel / less old-fashioned
Understand from a BAME perspective
More events promoting BAME achievements
It is a societal/systemic issue
Education
Embrace diversity
Relocate outside central London

Base: All respondents (2,110)

Coded responses to an open question allowing respondents to provide further details.

NB The term BAME reflects respondents' usage.

## Ways ICE sites can be more welcoming – SUMMARY



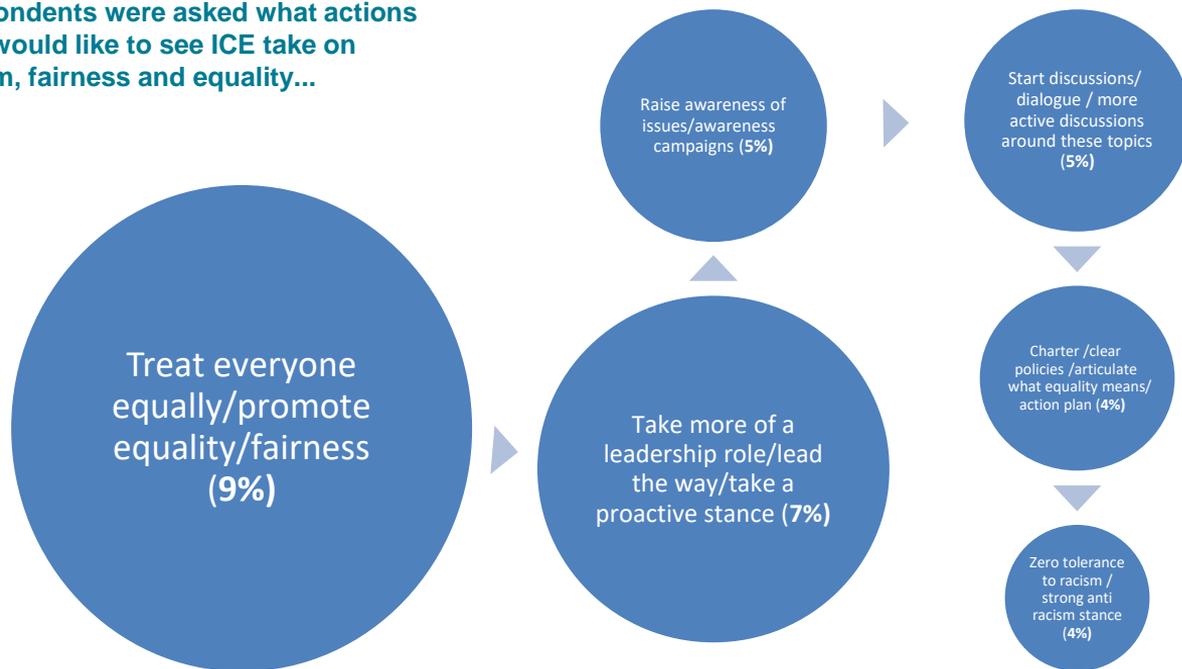
**Summary of the verbatim feedback, coded and ordered by the number of responses.**

Base: All respondents (2,110)

# Proposed actions to tackle racism

# Proposed actions to tackle racism

Respondents were asked what actions they would like to see ICE take on racism, fairness and equality...

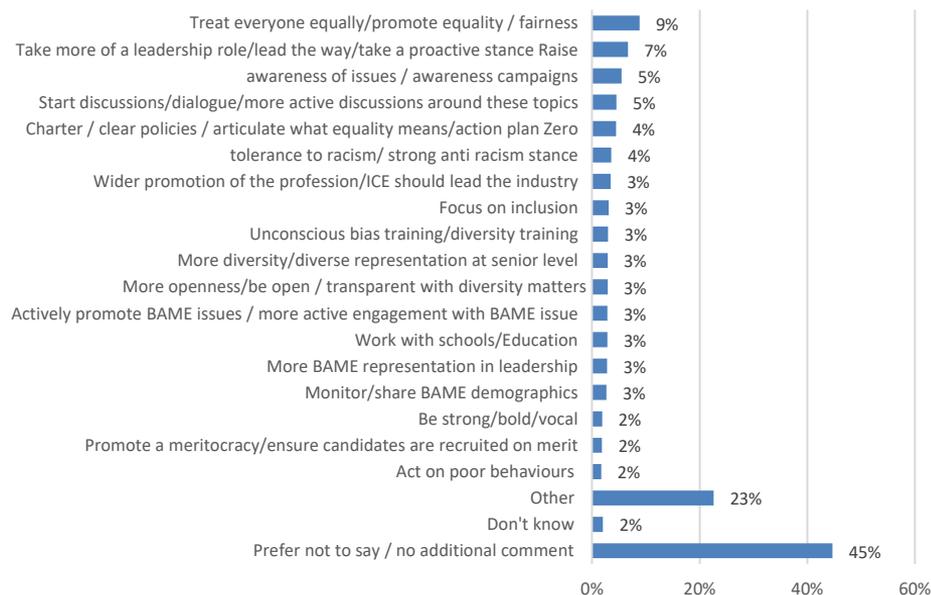


Other notable feedback
Wider promotion of the profession / ICE should lead the industry
Focus on inclusion
Unconscious bias training / diversity training
More openness/be open /transparent with diversity matters (eg reported incidents, recruitment)
More diversity/diverse representation at senior level
Work with schools /Education
Actively promote BAME issues/more active engagement with BAME issue
More BAME representation in leadership
Monitor/share BAME demographics
Be strong/bold/vocal
Promote a meritocracy/ensure candidates are recruited on merit
Act on poor behaviours

Base: All respondents (2,110)

Coded responses to an open question allowing respondents to provide further details.

## Actions respondents would like to see from ICE to tackle racism, fairness and equality – SUMMARY

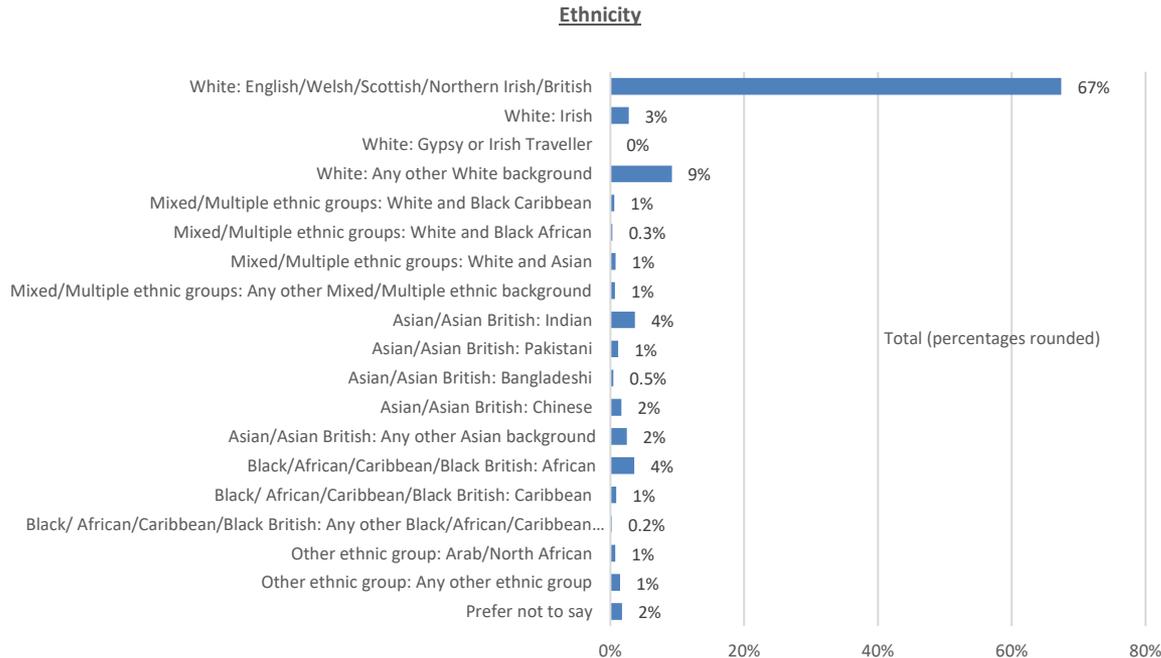


Summary of the verbatim feedback, coded and ordered by the number of responses.

Base: All respondents (2,110)

# Respondent profiles

# Respondent Profiles – Ethnicity

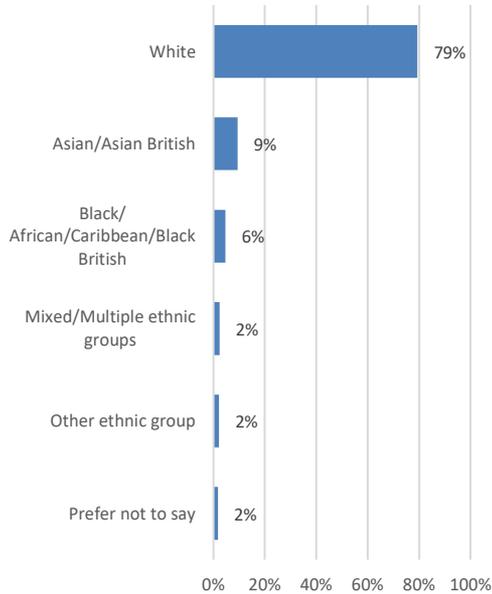


- Using the ONS classification of ethnicity, we asked participants to state their ethnicity under one of the listed responses.
- ~2/3 of participants were White: English/Welsh/Scottish/Northern Irish/British.
- All other ethnicities had <10% representation.
- The next sections show further breakdowns and summaries of ethnicity.

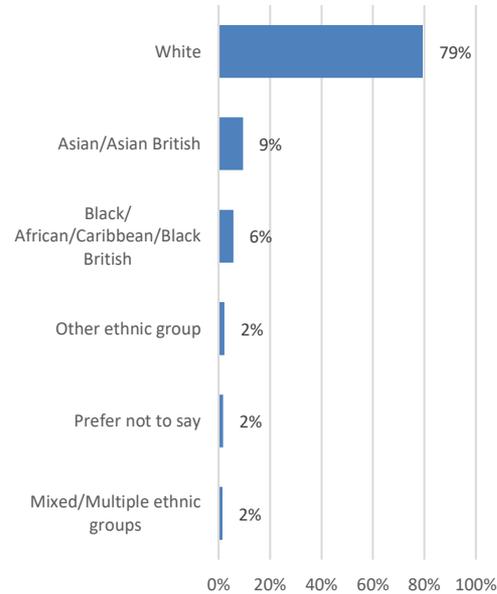
Base: All respondents (2,110)

# Respondent Profiles – Ethnicity – SUMMARIES

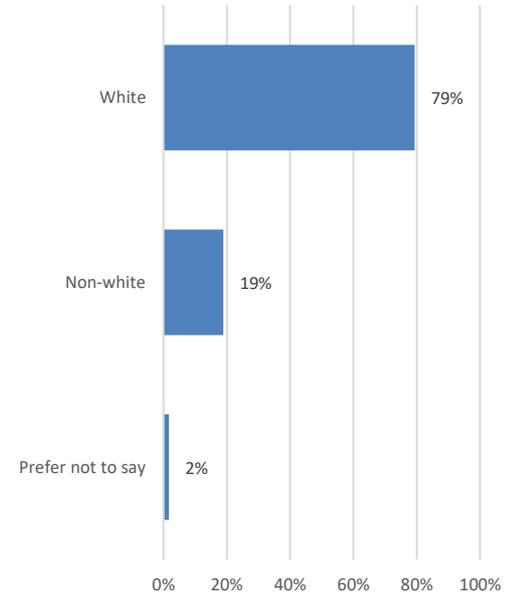
**Ethnicity summary (ONS classification)**



**Ethnicity summary (ICE classification)**



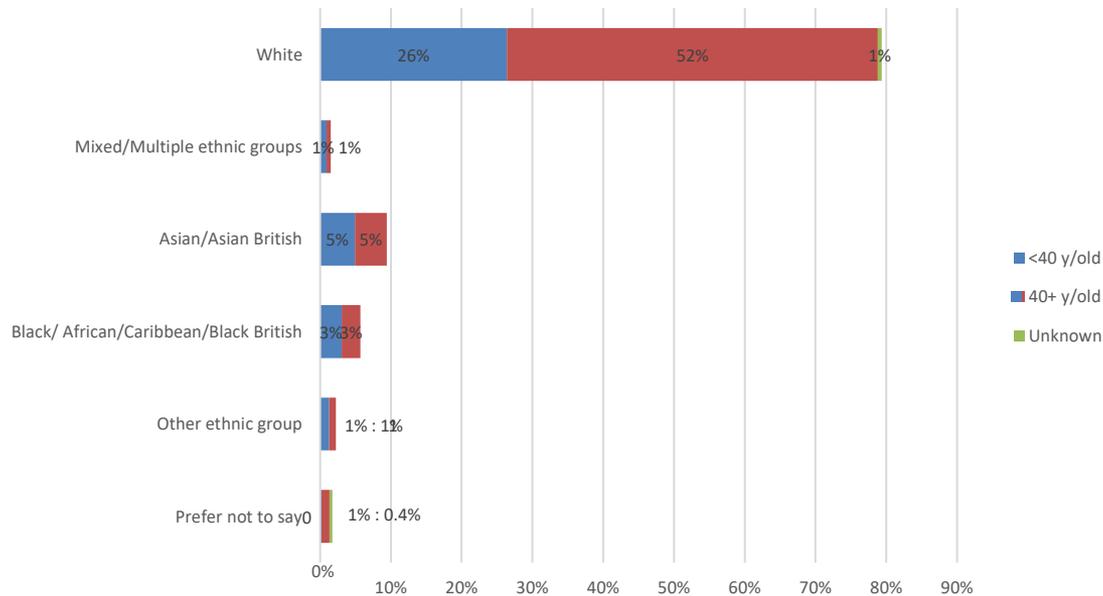
**Ethnicity summary (crude)**



Base: All respondents (2,110)

# Respondent Profiles – Ethnicity by Age - SUMMARY

Ethnicity by Age - SUMMARY

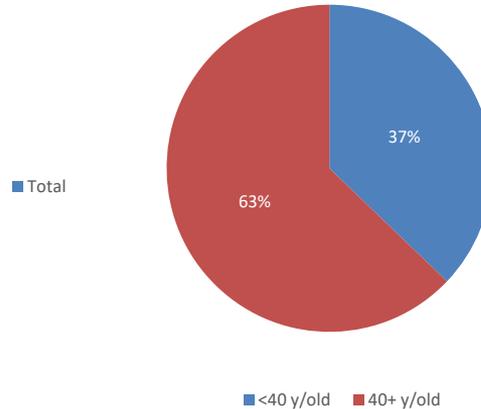
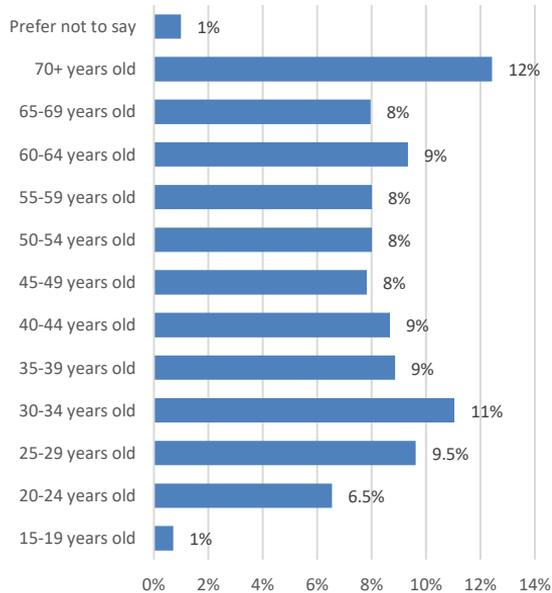


- Using the ONS classification of ethnicity and a summary of the main groups, we can also compare the age groups researched.

Base: All respondents (2,110)

# Respondent Profiles – Age

Age

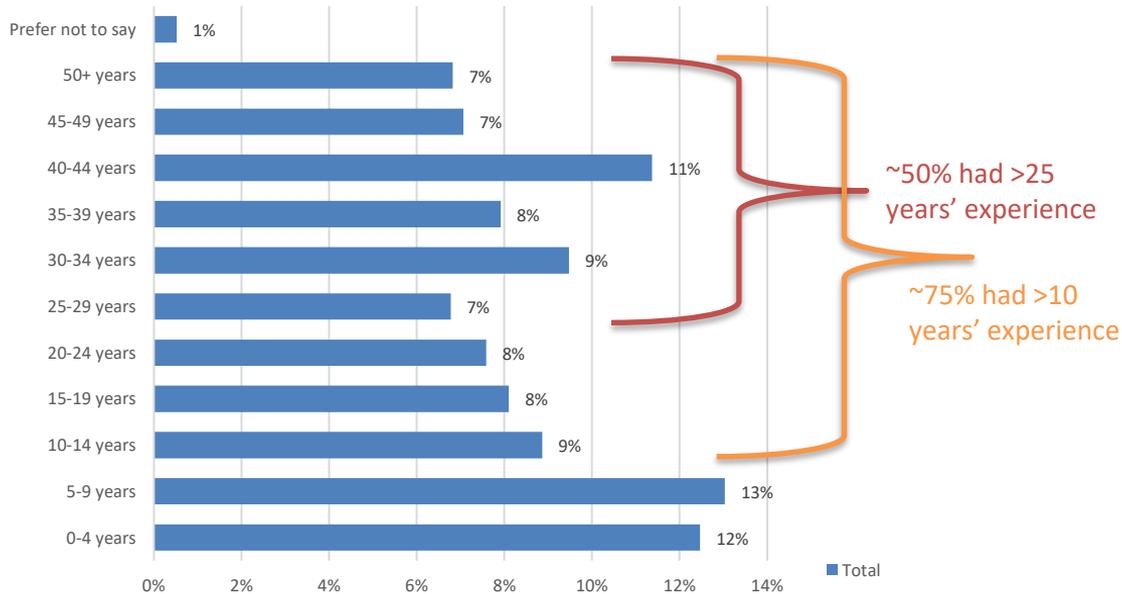


- There were no quotas set on the age groups surveyed.
- A good distribution of ages was achieved and reflects the demographics achieved in the survey (see other respondent profile sections on membership status, experience in the industry etc).
- Overall, 37% of those surveyed were <40 years old, with 63% 40+ years old.
- The mean age of survey respondents (based on band mid-points) was 47 years old. The median was also 47 years old.

Base: All respondents (2,110)  
Percentages rounded

# Respondent Profiles – Years in Engineering

Years working in engineering / civil engineering

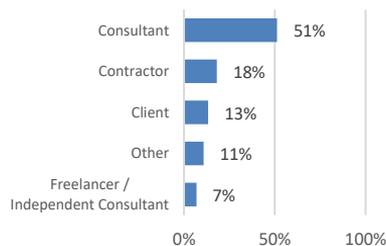


- Survey participants had a range of industry experience with approximately three quarters working in engineering/civil engineering for more than 10 years.
- Half of those surveyed have been working in the industry for more than 25 years.
- The mean number of years working in the industry (based on band mid-points) was 25 years. The median was 22 years.

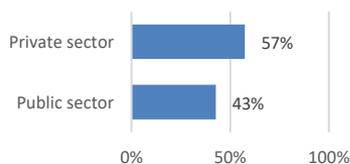
Base: All respondents (2,110)

# Respondent Profiles – Employer / employment type / sector

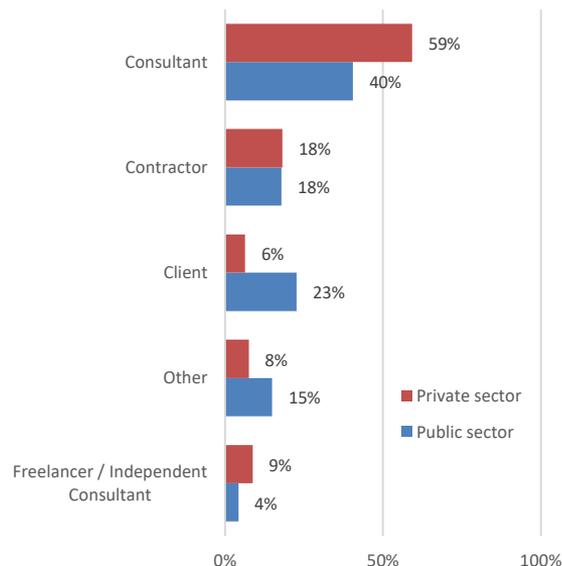
**Employer / employment type**



**Public or Private sector work**



**Employer/employment type by sector**

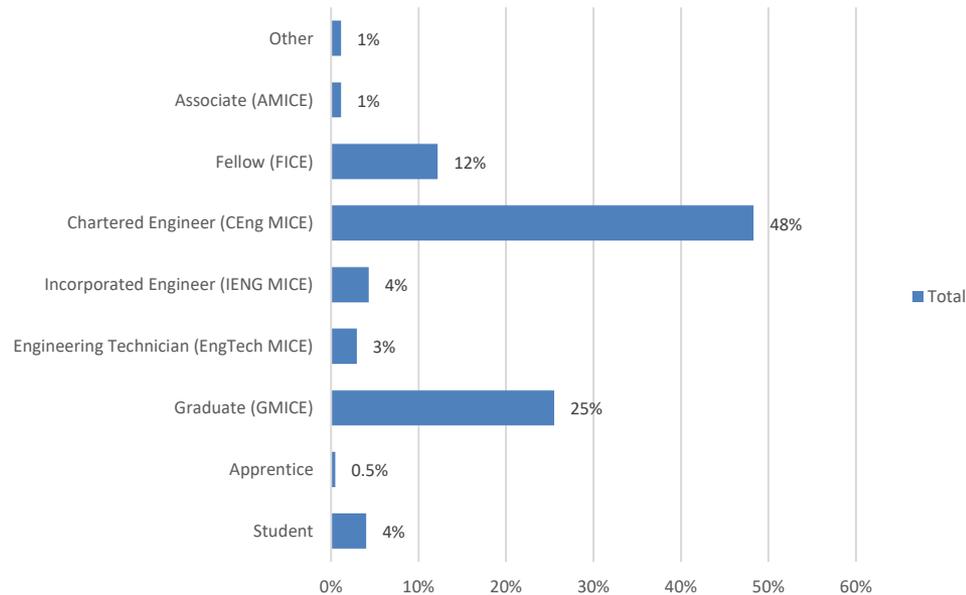


- 13% of those surveyed work on the client side of the industry.
  - ~75% work on the other side of the industry as contractors, consultants, freelancers etc.
  - 11% gave 'other' responses which consisted of responses such as Government / Local Govt. / Local Authority (2%), Academic / Researcher / Education (1%), Retired (2%).
- 
- There was an even split of Private and Public sector respondents; however, the 'Client' respondents predominantly operated in the Public sector.
  - Consultant respondents were operating in a mix of both sectors, but significantly more in the Private sector.

Base: All respondents (2,110). Private sector (1,211), Public sector (899)

# Respondent Profiles – ICE membership status

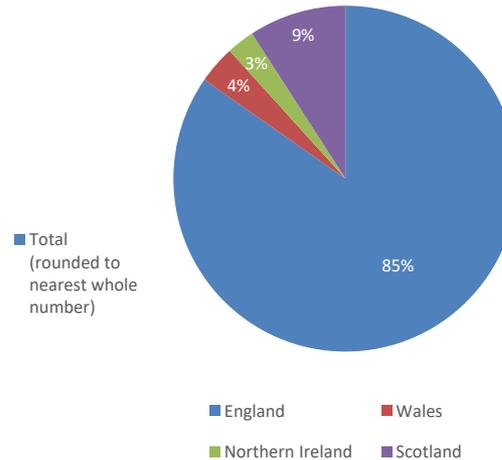
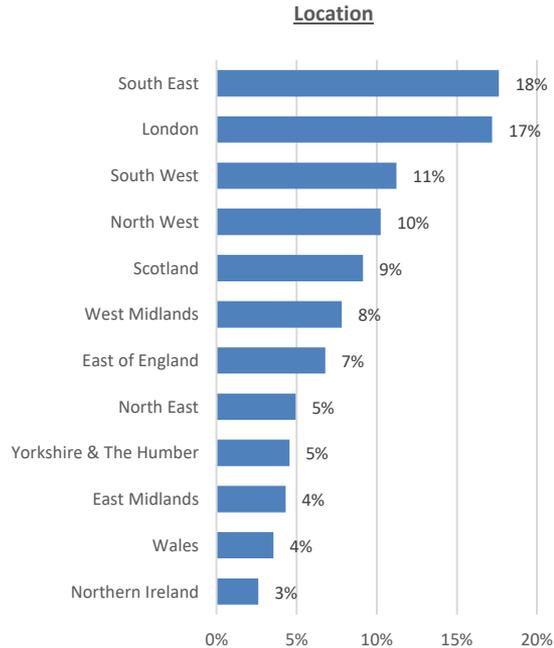
ICE membership status (of those who declared)



- The most represented membership group was Chartered Engineers (CEng), followed by Graduates (GMICE) and Fellows (FICE).
- <5% of responses came from pre-Graduates and <10% came from another group eg IEng, EngTech or Associate.
- NOTE: participants were required to enter a membership number only to access the survey. Membership status was then self-declared.

Base: All respondents (2,110)

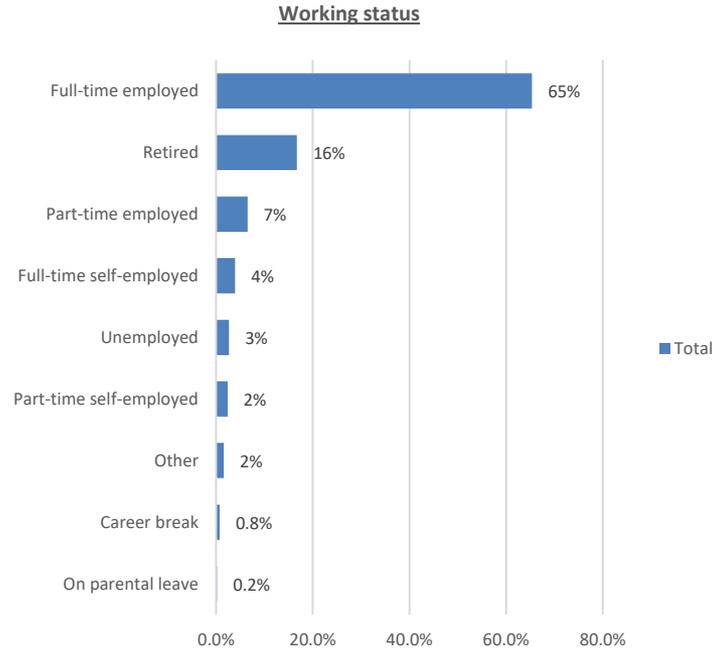
# Respondent Profiles – Location



- A wide representation of UK locations was obtained, with a skew towards the Southeast and London.
- Those outside the UK were not specifically targeted, and only those based in the UK were intended to be respondents for this study.

Base: All respondents (2,110)

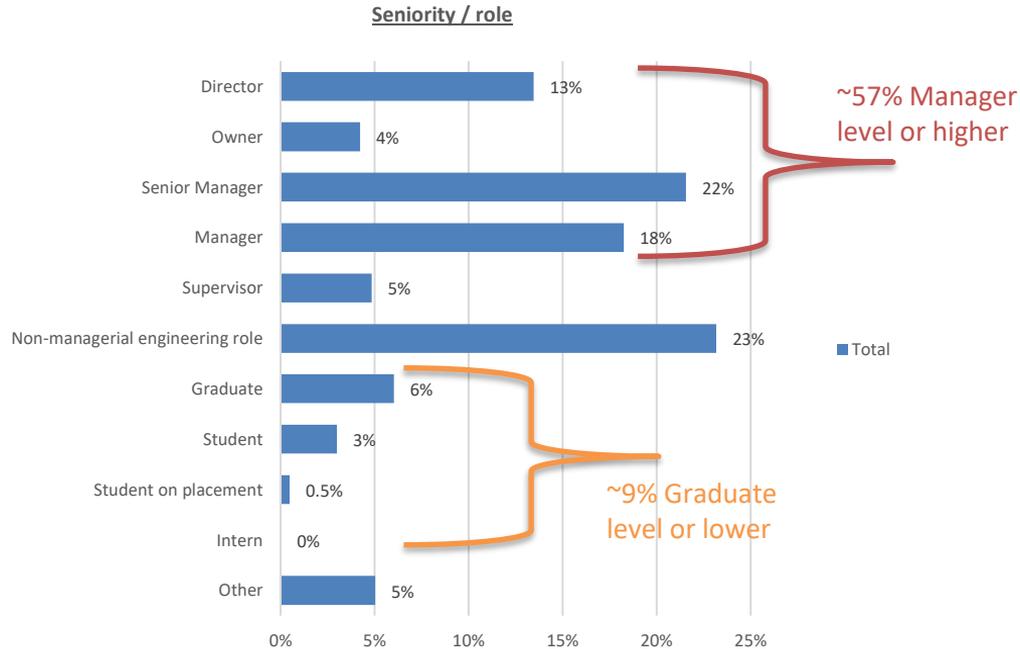
# Respondent Profiles – Working status



- ~Two thirds of participants are full-time employed in the UK and 7% are part-time employed.
- ~6% are self-employed in some way, whilst ~4% are either unemployed or on parental leave.
- This leaves 16% who are retired and no longer working.
- NOTE: Those not currently working might be presumed to have responded based on their experience of working in the industry in the past, or secondary accounts from former colleagues and family rather than current first-hand experience.

Base: All respondents (2,110)

# Respondent Profiles – Seniority/role

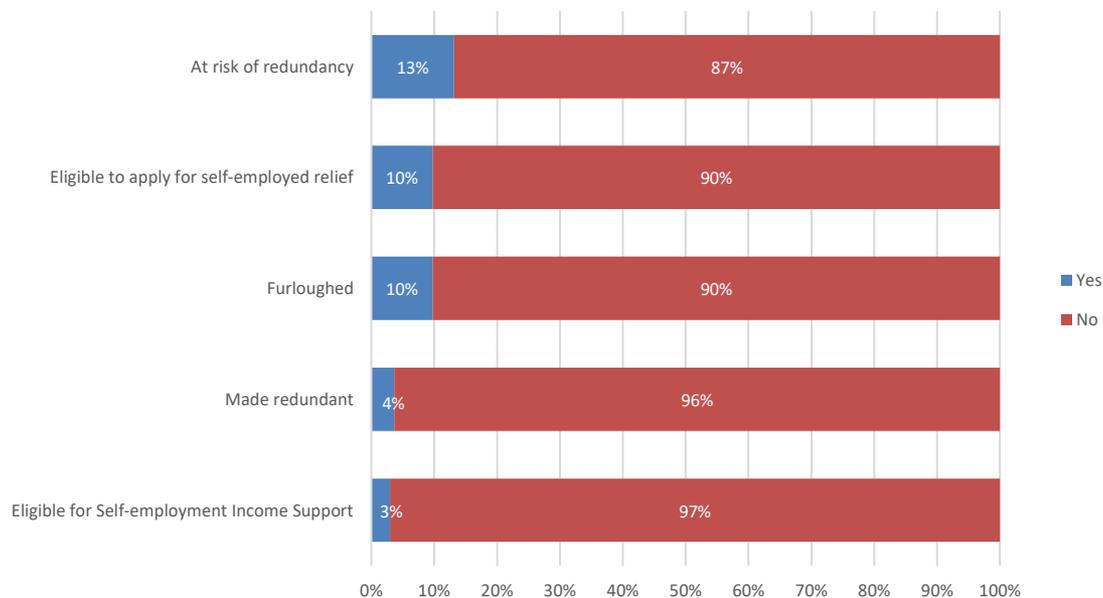


- A range of seniorities and roles were represented, and this aligned with years' experience and age – see data files for further data breakdowns if required.
- ~57% of participants were manager-level or higher, and ~9% graduate level or lower.

Base: All respondents (2,110)

# Respondent Profiles – Impact of Covid-19

## Working situation in light of Covid-19 – “In light of Covid-19 are you (or were you)…”

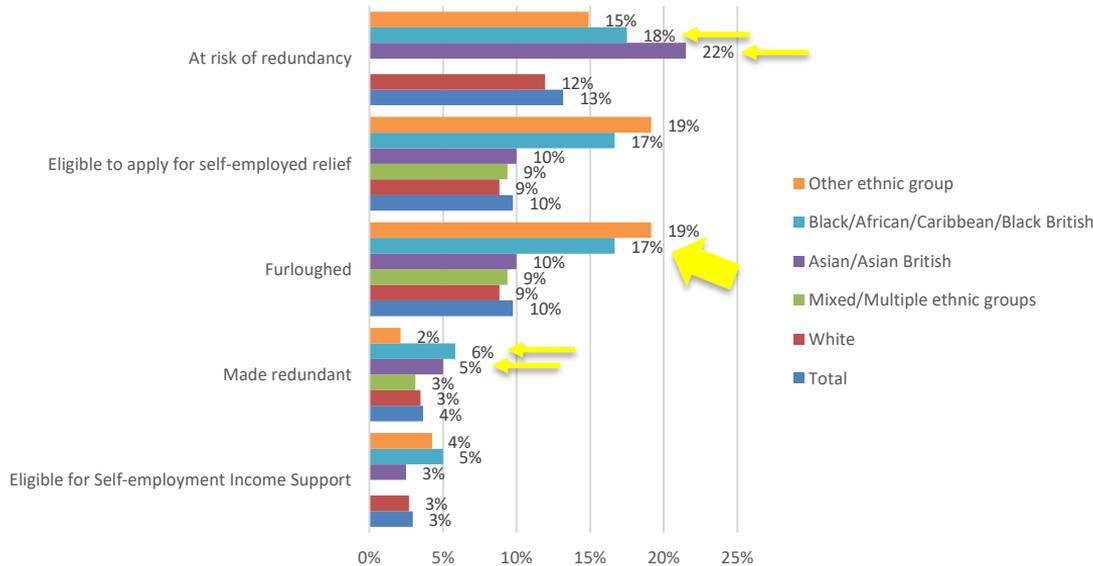


- Participants could state 'Yes' to all or none of the statements. The blue segment indicates the proportion which were affected in this way due to Covid-19.
- 10% were/are furloughed and 4% were made redundant.
- A further 13% are at risk of redundancy.
- Whilst not a statistically-sound assumption, this suggests approx. 27% of the engineering workforce has been seriously affected by Covid-19 (via furlough and redundancy).

Base: All respondents (2,110)

# Respondent Profiles – Impact of Covid-19 – by Ethnicity

**Working situation in light of Covid-19 – “In light of Covid-19 are you (or were you)...”  
– Those stating ‘Yes’**

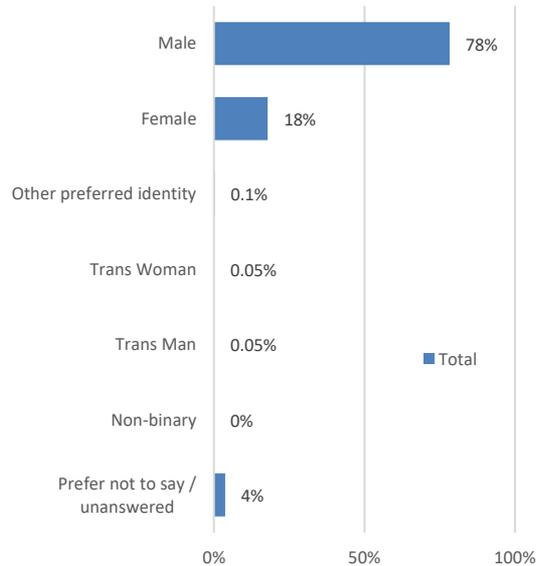


- Participants could state ‘Yes’ to all or none of the statements. The graph shows the different impacts of Covid-19 on different minority ethnic groups.
- A higher proportion of Asian/Asian British and Black ethnic groups were made redundant during Covid-19 compared to other ethnic groups. They were also more at risk of redundancy.
- Significantly more Black ethnic groups were furloughed than other ethnic groups.
- Minority ethnic groups were more likely to be self-employed.

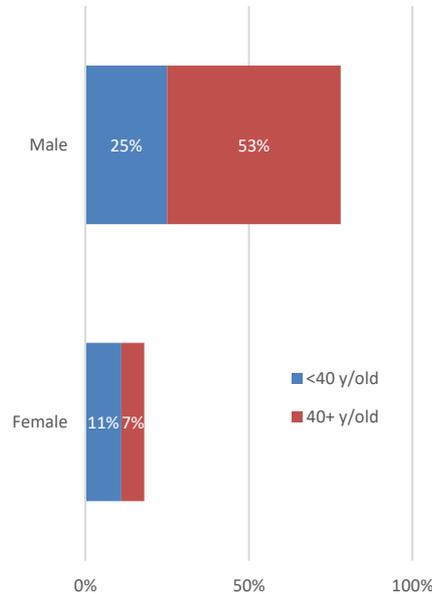
Base: All respondents (2,110), White (1,674), Mixed/Multiple ethnic groups (32), Asian/Asian British (200), Black/ African/ Caribbean/Black British (12), Other ethnic group (47)

# Respondent Profiles – Gender

**Gender (NOTE: it was optional to give a response to this question)**



**Gender by Age - SUMMARY**

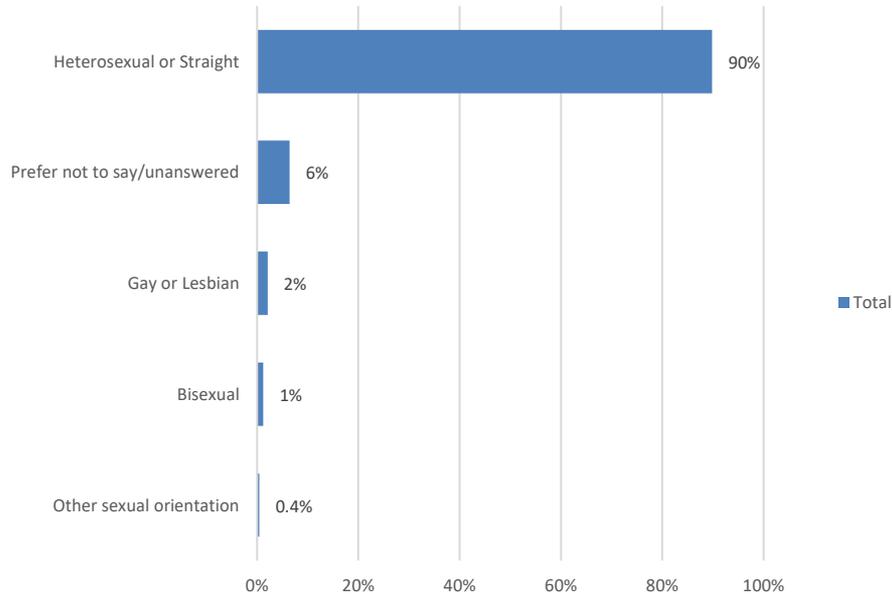


- NOTE: it was optional to give a response to this question.
- The majority of those surveyed (nearly 80%) identified themselves as Male and <20% identified as Female.
- There were very low response rates for other gender identities and 4% did not answer the question.
- Female respondents were slightly younger, whereas male respondents were significantly older.

Base: All respondents (2,110)

# Respondent Profiles – Sexual orientation

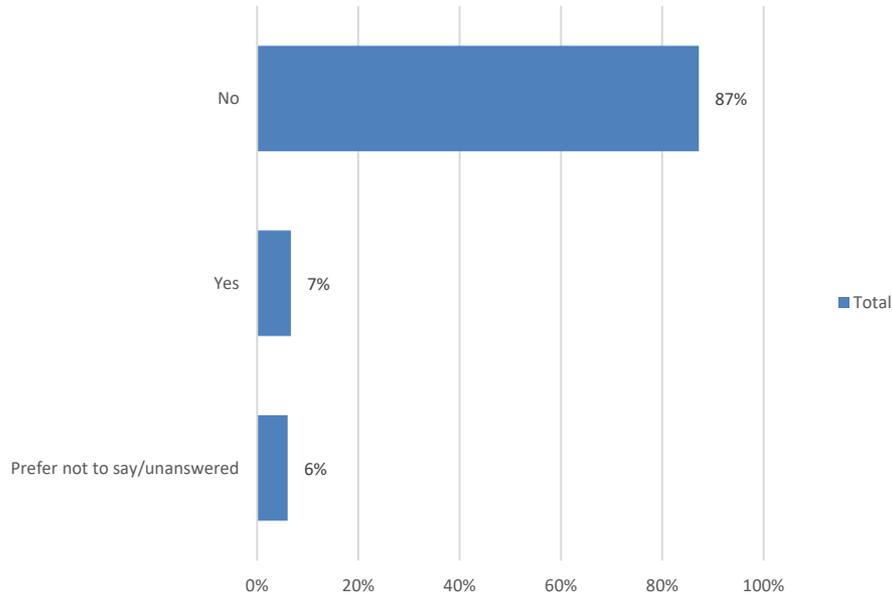
**Sexual orientation (NOTE: it was optional to give a response to this question)**



- NOTE: it was optional to give a response to this question.
- 90% of those surveyed stated they are heterosexual.
- Other sexual orientations had very low representation (Gay/Lesbian (2%), Bisexual (1%), other (0.4%).

Base: All respondents (2,110)

**Disability (NOTE: it was optional to give a response to this question)**



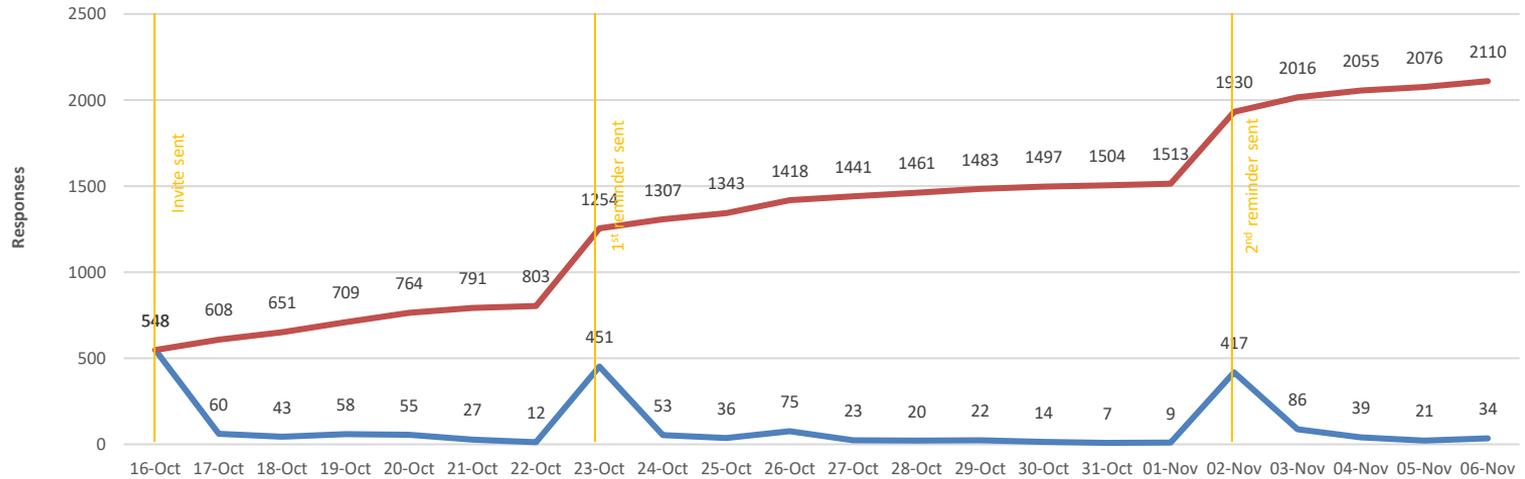
- NOTE: it was optional to give a response to this question.
- 7% of those surveyed stated they have some form of disability or learning disability.
  - The disabilities stated were very specific; however, there was a significant number of participants declaring some degree of dyslexia.

Base: All respondents 2,110)

# Appendix

# Appendix – Response rates

Below is a chart showing the daily response rate and cumulative responses across the entire fieldwork period



	16-Oct	17-Oct	18-Oct	19-Oct	20-Oct	21-Oct	22-Oct	23-Oct	24-Oct	25-Oct	26-Oct	27-Oct	28-Oct	29-Oct	30-Oct	31-Oct	01-Nov	02-Nov	03-Nov	04-Nov	05-Nov	06-Nov
Daily responses	548	60	43	58	55	27	12	451	53	36	75	23	20	22	14	7	9	417	86	39	21	34
Total response	548	608	651	709	764	791	803	1254	1307	1343	1418	1441	1461	1483	1497	1504	1513	1930	2016	2055	2076	2110

Response	Classification
1 English/Welsh/Scottish/Northern Irish/British	White
2 Irish	White
3 Gypsy or Irish Traveller	White
4 Any other White background	White
5 White and Black Caribbean	Mixed/Multiple ethnic groups
6 White and Black African	Mixed/Multiple ethnic groups
7 White and Asian	Mixed/Multiple ethnic groups
8 Any other Mixed/Multiple ethnic background	Mixed/Multiple ethnic groups
9 Indian	Asian/Asian British
10 Pakistani	Asian/Asian British
11 Bangladeshi	Asian/Asian British
12 Chinese	Asian/Asian British
13 Any other Asian background	Asian/Asian British
14 African	Black/African/Caribbean/Black British
15 Caribbean	Black/African/Caribbean/Black British
16 Any other Black/African/Caribbean background	Black/African/Caribbean/Black British
17 Arab/North African	Other ethnic group
18 Any other ethnic group	Other ethnic group
19 Prefer not to say	Prefer not to say

Response	Classification
1 English/Welsh/Scottish/Northern Irish/British	White
2 Irish	White
3 Gypsy or Irish Traveller	White
4 Any other White background	White
5 White and Black Caribbean	Black/African/Caribbean/Black British
6 White and Black African	Black/African/Caribbean/Black British
7 White and Asian	Mixed/Multiple ethnic groups
8 Any other Mixed/Multiple ethnic background	Mixed/Multiple ethnic groups
9 Indian	Asian/Asian British
10 Pakistani	Asian/Asian British
11 Bangladeshi	Asian/Asian British
12 Chinese	Asian/Asian British
13 Any other Asian background	Asian/Asian British
14 African	Black/African/Caribbean/Black British
15 Caribbean	Black/African/Caribbean/Black British
16 Any other Black/African/Caribbean background	Black/African/Caribbean/Black British
17 Arab/North African	Other ethnic group
18 Any other ethnic group	Other ethnic group
19 Prefer not to say	Prefer not to say

## Ethnicity classification - crude

Response	Classification
1 English/Welsh/Scottish/Northern Irish/British	White
2 Irish	White
3 Gypsy or Irish Traveller	White
4 Any other White background	White
5 White and Black Caribbean	Non-White
6 White and Black African	Non-White
7 White and Asian	Non-White
8 Any other Mixed/Multiple ethnic background	Non-White
9 Indian	Non-White
10 Pakistani	Non-White
11 Bangladeshi	Non-White
12 Chinese	Non-White
13 Any other Asian background	Non-White
14 African	Non-White
15 Caribbean	Non-White
16 Any other Black/African/Caribbean background	Non-White
17 Arab/North African	Non-White
18 Any other ethnic group	Non-White
19 Prefer not to say	Prefer not to say

ICE recognises the power imbalance inherent in categorising people as 'other' than White. In the context of a survey about racism, which particularly suggests colourism as a problem, we have retained Non-White/White as categories.

- Participants were asked if they were happy to be contacted by ICE about their responses, and in turn have their identity linked to their responses. In total 1,099 (52%) were happy for this to happen and their responses have been shared with ICE.
- Additionally, participants were told that ICE is interested in running individual interviews with participants of this survey. 540 (26%) were happy to participate in further research and shared their contact details.

