

Building Belonging: Practical Steps to Inclusion at CIBSE

#GrowYourKnowledge

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Adrian Catchpole -
adrian.catchpole@jshipswich.co.uk



Chloe Agg – c.agg@ic.ac.uk



Jess Glynn -
jessica.glynn@atelierten.com

Introduction

- Introduces CIBSE's updated guide to Equity, Diversity and Inclusion (EDI)
- Designed to help us take meaningful steps towards greater inclusivity in all aspects of our work
- Establishes our core principles of EDI and explores practical, real-world actions
- Please add questions and share examples in the chat throughout, answers at the end

What is EDI?



Equality is everyone getting a pair of shoes.



Diversity is everyone getting a different type of shoe.



Equity is everyone getting a pair of shoes that fits.

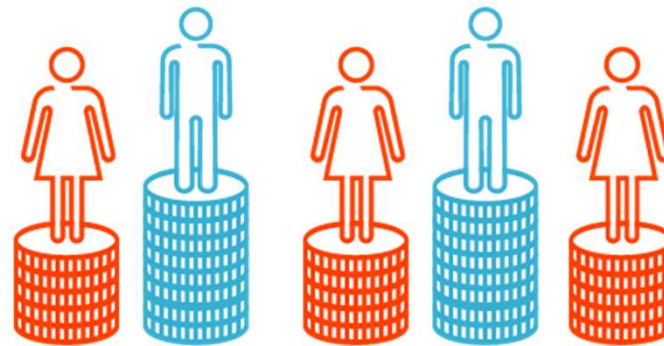
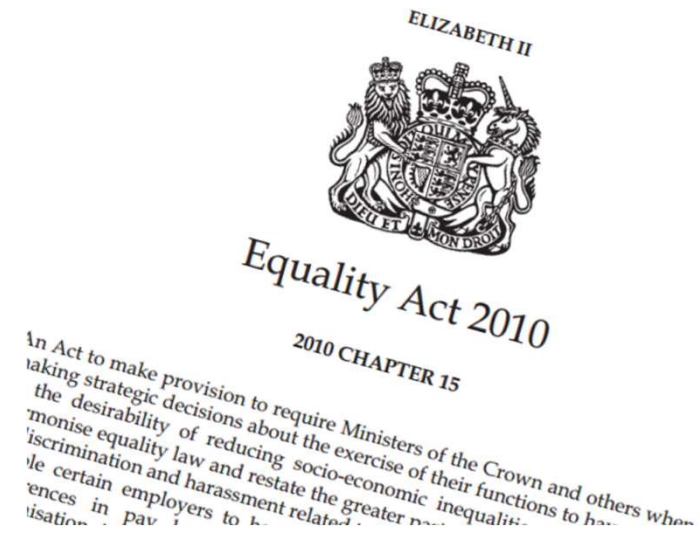


Acceptance is understanding we all wear different kinds of shoes.



Belonging is wearing the shoes you want without fear of judgment.

What are our legal obligations?



The Public Sector Equality Duty

Public bodies in England (and non-devolved bodies in Scotland and Wales)

 Equality and Human Rights Commission

What is CIBSE's EDI Perspective and Vision?



Staff



Members



Industry

EDI Standing Committee

Purpose

To advise and make recommendations to the Board on:

- **All matters relating to equity, diversity and inclusion** - with a view to **improving awareness and performance** in these areas **across the CIBSE membership** community
- **Partnership working with external agencies** in order to understand, **promote and contribute to best EDI practice.**
- **Championing best practice** amongst the CIBSE and building services wider community.

The current sub-panels of the Committee are:

- Women in Building Services Engineering (WiBSE)
- Minority Ethnic Groups
- LGBTQ+
- Neurodiversity

Get involved...

Inclusivity Guidelines

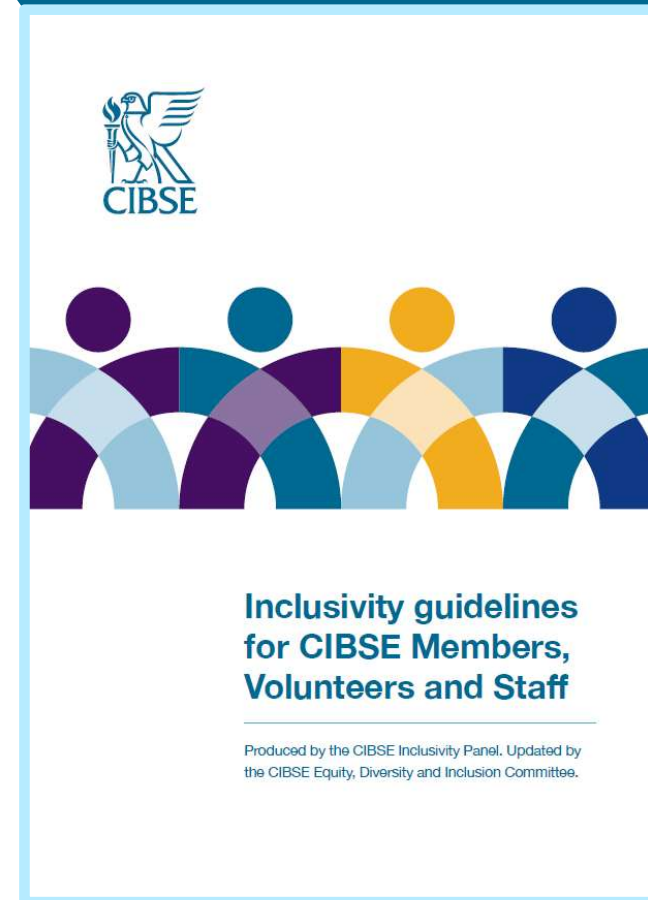
The **Inclusivity Guidelines** - originally published in August 2019 and **updated in May 2025**:

Available on the CIBSE website:

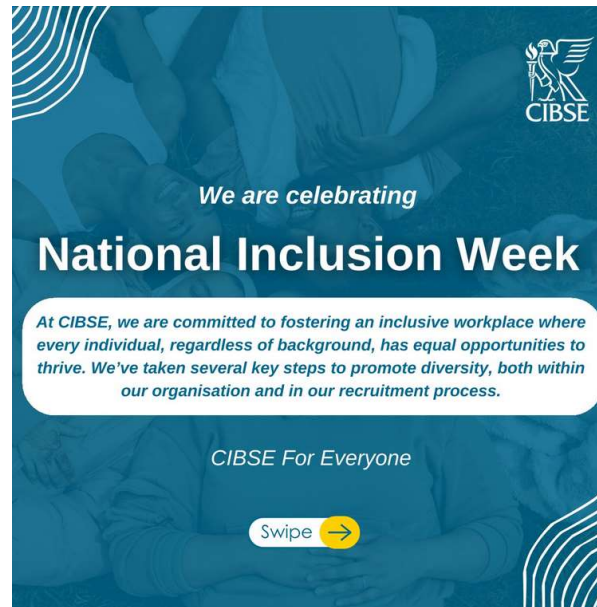
<https://go.cibse.org/inclusivity-guidance-may-2025>

Covers:

- **Communications**
- **Meetings and Events**
- **Recruitment**
- **Governance**
- **Terminology**



Some examples, past and future...



What does success look like both for CIBSE and our industry as a whole?

- A **change of mindset** that causes us to go **beyond compliance** and **engage diverse stakeholders**—gathering feedback to **improve designs**.
- **Creating spaces that serve diverse user needs** and enhance comfort for everyone.

In short, it's changing our mindset from what goes into buildings to how all types of people use them.

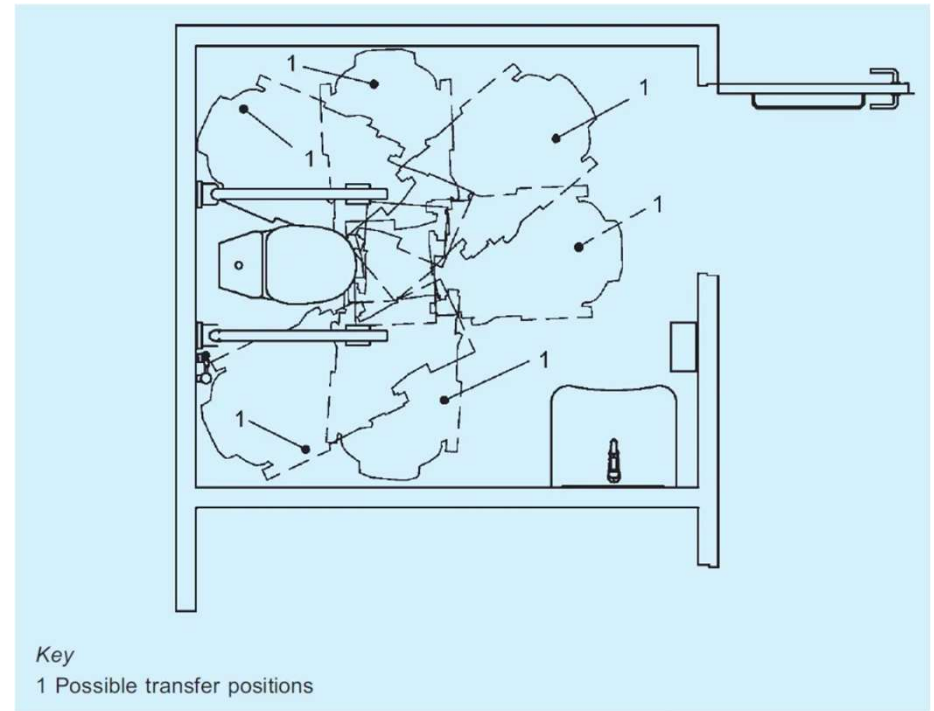
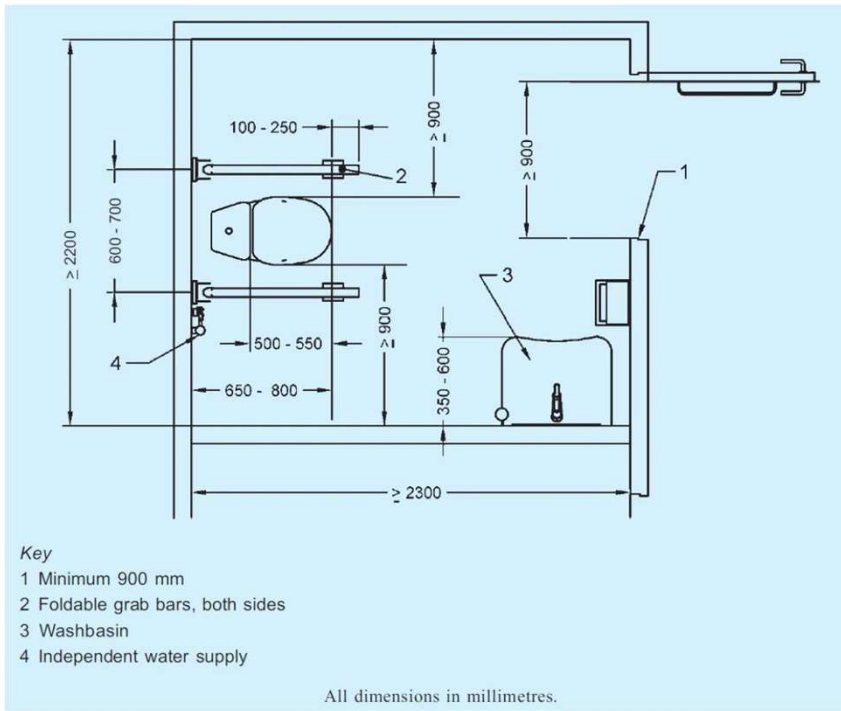
What Does Success Look Like?



Are we keeping pace with other industries?



Is meeting the regulations enough?



The aim of an equality impact assessment (EIA) is to consider the equality implications of new or revised policy, process, practice, project, function or service on different groups (alumni and visitors). The EIA tool provides a simple framework that helps evaluate what may inadvertently disadvantage protected characteristic and identify ways to proactively

Progression Framework 2.0



Using the Guidance

- **Communications** (Language, Images, Accessibility);
- **Meetings and Events** (Selecting and Approaching Speakers, Briefing, Audience, Committee Meetings, Timing of events, Dietary Requirements, Travel and Subsistence, Topics/Themes, Pricing and Dress Code);
- **Recruitment** (Recruitment and selection (Steering Groups, Panels and Committees):
- **Governance** (Monitoring and Evaluation, Chairs of Committees/Senior Leadership, Knowledge Sharing, Addressing Bad Behaviour/Complaints);
- **Terminology** (Disability, Age, Race and Ethnicity, sex, gender and gender identity, sexual orientation)

Reflect, feedback and contact the EDI committee / networks...

EDI Committee: inclusivity@cibse.org

- Women's Network
- Minority Ethnic Network
- LGBTQ+ Network
- Neurodiversity Network

29th May: Disability caused by environment: Tickets here

