



**FIG: Talking Diversity and inclusion:
What FIG Member Associations can do to boost equality and ensure
the land and property sector is sustainable and resilient**

On **Wednesday 23 June 2021**, at the FIG Working Week in Amsterdam, Netherlands, a panel of land and property leaders came together to open the conversation on equality Diversity and Inclusion (D&I) They considered the opportunity that land professionals could make to improve D&I in our survey profession (land, property and natural resources) and to inspire the FIG community.

There are increasing calls to recognize and actively implement D&I. Above all it is an imperative to attract new young professionals into our profession; to attract the best people we need to demonstrate that our sector and practices are truly diverse and we operate in inclusive business environments that respect all human differences in the widest sense. A key part of this D& I conversation is to do more to increase the number of women in our professional world.

Objective of the session

By bringing together a panel of active industry professionals and thought leaders in D&I, they explained why we need to do more to increase the number of women in our professional world of survey and provided insightful ideas as how this may be achieved. To listen to their experiences, vision and hear their discussions on what we can all do now to achieve better outcomes go to: <https://youtu.be/3N0A17G3fU8>

Background

Research clearly shows that high performing organizations are diverse and inclusive (D&I). In any work place it is important to understand and recognize the benefits that having a diverse and inclusive workforce provides. D&I is integral to developing people within organisations', to serving clients in the best possible way, as well as to playing a leadership role in communities.

Essentially it is about valuing everyone in the organization as an individual and enabling them to be themselves and performing at their best and is defined as:

- **Diversity is** about differences and individuality. To recognize that each of us is different and that it is important to value and respect individual differences such as gender, ethnicity, nationality, age, background, education, working and thinking styles, as well as religious background, sexual orientation, ability and technical skills.
- **Inclusion is** about creating an environment where differences are embraced and where all people feel, and are valued- where they can bring their differences to work each day, and where they can contribute their personal best in every encounter (Diversity in real estate- Clack & Gabler)

A resilient and high performing profession needs to attract and recruit the best people with the best talent. This talent, has so many options to choose which profession they enter, so the Survey profession (land, property and natural resources) needs to demonstrate a truly equal D&I profession and working environment that respects all human differences. Attracting this talent will significantly contribute to the resilience of the profession and each professional's contribution to society.

Moreover although D&I in its broadest sense is key, a large part of the resilience of our profession needs action to improve gender balance as a key element to tackling the need for the very best talent. **The closing output is an action orientated statement** for FIG members to improve D& I in our professional working practices and organisations.



FIG Statement Diversity and Inclusion
Making the Survey Profession Sustainable and Resilient:
Ensuring Diversity and Inclusion
June 2021

Moving from the talk to implementation in Diversity and Inclusion practices we brought together a panel of leaders to listen to their views, experience and we gained pointers to embed D&I into our profession. These are the key message highlights

Above all to implement Diversity and Inclusion (D&I) will need purposeful planning to ensure D&I is measurably advanced in our professional practices and organisational leadership. In addition to voluntary commitments we all have an individual duty to transform our profession by our focused and widespread participation.

To build resilience into our professions; collectively, across our unique contexts and areas of expertise, we commit to working together to

- **Center Stage** the need for D&I policies in member organisations;
- **Promote D&I** by transferring the effective tools, practices and gender responsive policies;
- **Mobilize** our members and partners to accelerate progress for D&I;
- **Foster** and expand Women's leadership in governance and public decision making.

This means ACTING TO

1. Promote D&I in the culture of our organisations

We:

- Applaud the younger generation of CEO's coming through who are seriously looking and acting on gender and social mobility
- Grasp the new frontiers and be bold in our actions henceforth.
- In the context of D&I policy, there is a slow start in gender equity with the issues of pay gap. Introducing transparency to promotion, pay and reward progression is a good start to implementing change
- Respect that there are increasingly four generations in the work place and that we will be inclusive and positively learn from each other
- Acknowledge that there are positive discussions; but that we need to recognize this is not always so for many people. This requires us to be attentive to our employees needs
- Observe that there has been generations of bias; but we can change this with purposeful and focussed actions

Action to:

- When inappropriate language/ behaviors are being used it is important for others to step in and call out the behavior. This helps behaviors to change and must be done in the moment. The power this brings to a minority voice is considerable.
- At last the language of equality, diversity and inclusion is being used openly, it is important to be aware that the responsibility lies with all to ensure that our own cultures adapt

- Take a long hard look in the mirror and ask are we diverse? Our profession is not alone in needing to increase D&I; we can be the trailblazer leader for the professions

Key action:

- Appoint within each organisation a dedicated person to hold the role for equality, diversity and inclusion.
- **Evidenced Paul Olomolaiye**, Pro-Vice Chancellor for Equality and Civic Engagement, University of West England a thought leader in championing D&I.

2. Pipeline of Talent

We:

- Acknowledge there is a continuing need to get the talent pipeline fit for the future. The future and resilience of our profession requires much more technical diversity to adapt and lead in the ongoing development in Ai, Big Data and IoT applications
- Consider it an imperative to outreach to primary and secondary school as a key element in the supply chain
- Encourage employers to support entry of employees to further their university/ professional education

Action to:

- Proactively increase diversity within the profession by opting to choose from a bigger talent pool, and
- Develop a strategy to change the image of non-traditional education routes into the profession

Key action:

- Develop and implement an outreach to the young in our communities
- **Evidence: Narelle Underwood** Surveyor-General of NSW, Australia and ambassador for evidenced by 'Get Kids in Surveying' <https://www.getkidsintosurvey.com/>

3. Promote D& I policy and professional Culture

We:

- Present and implement D& I gender responsive policies in the work place
- Support the need to centre stage D& I policies in FIG member organisations.
- Encourage and facilitate D&I policies that are well-planned to ensure they promote positive and active change in our organisations. This can be achieved by transferring the range of effective tools and practices already available
- Accept that cultural norms do influence how we work; but we are certain that change can happen slowly and gradually, this increases the importance of role models in all cultures/ societies.

Action:

- Identify and support our role models drawn from diverse backgrounds; men and women, young and old, and to support them to tell their story to facilitate change
- Start the change from our own homes, in our own communities and countries

Key action:

- Think 'out of the box' to make change in our profession
- **Evidence: Chitra Weddikkara**, Chartered Architect, Chartered Quantity Surveyor , pioneered a program for Women skills in construction trades in Sri Lanka

4. Place and society

We:

- Actively support FIG partnerships with donor agencies that relate to gender equality and societal indications such as networks and programs with GLTN, World Bank, FAO etc
- Welcome and applaud the efforts of FIG professional standards WG 1.2 women in surveying (https://www.fig.net/organisation/comm/WG/2022_1.2.asp).
- Recognise that SDG's really plays out across our lives; where we work, live and socialise. Professionally we can take Leadership on the key trends in Environment, Climate Change & Resilience
- Foster Women- gender equity in the land sector in particular tenure equity

Action:

Take leadership in the

- Land, built environment and natural resource sector by aligned with relevant SDG's; and
- SDG 5 that envisages achieve gender equality and empowerment of all women and girls in cities and human settlements; and
- Especially working toward helping women secure access to and control over land, property and housing

Key Action:

- If surveyors are engaged in any type of project it is important to recognise that there is a social obligation to ensure that the work we do in our countries is inclusive. This obliges professionals to educate communities on land law and inform and align with SDG's
- **Evidence: Victoria Stanley**, Senior Land Administrator World Bank, USA, Steering committee partner for 'Stand for her land'. A program of key thematic areas critical to improving the political, social, and economic well being of women and to ensuring gender responsive urban development <https://stand4herland.org/>

What can we immediately do about this?

5. Participatory opportunities for FIG members:

Our members can:

- Mobilize and partner to accelerate progress for D&I to build and achieve a resilient profession
- Develop a 'new social contract' with our employees that fosters D&I in our organisation
- Build an equal, diverse and inclusive working culture
- Focus on a well-planned approach to promote positive and active change in our organisations and leave no one behind in this thinking.

"Diversity makes sense: it is in the DNA of humanity which we can take into our organizations; it is morally right to do so and leads to sustainable organizations."

"D&I is the responsibility of ALL; not just the minority"

Panelists:

- Chair, Diane Dumashie, FIG Vice President, Dumashie Ltd, UK/Ghana
- Narelle Underwood, Surveyor-General of NSW, Australia
- Chitra Weddikkara, Emeritus Professor, Chartered Architect, Chartered Quantity Surveyor, Sri Lanka
- Paul Olomolaiye, Professor Construction Engineering and management, Vice- Chancellor for Equalities and Civic Engagement, University West England, UK
- Victoria Stanley, Senior Land Administrator World Bank, USA