

Case Study AECOM: Infrastructure Industry Diversity & Inclusion Commitments leveraging the Gendered Organisation Framework

Mitchell Services applies global diversity & inclusion strategy experience to intentionally disrupt the subtle and not so subtle business processes that perpetuate gender inequity.

The gender composition of the Australian workforce reveals men comprise more than 75% of the full-time workforce in mining; construction; electricity, gas, water and waste services; transport, postal and warehousing industries (1). Diversity and Inclusion is a challenge for the infrastructure industry and clients across all markets and sectors. In particular, there is a low level of gender diversity in leadership. Organisations are gendered; reflecting our gendered societies (2). Biases will be perpetuated unless they are intentionally interrupted.

Mitchell Services collaborated with AECOM to develop the Leaders in Infrastructure Diversity and Inclusion Series consisting of three events between April and May 2015 aligning media, communications, and thought leadership on gender diversity. Mitchell Services Gendered Organisation Framework was the basis for the Diversity Series; developing bias interrupters to create organisational interventions. Mitchell Services facilitated the 4 part series with AECOM & their infrastructure business partners including AECOM, Aurizon, Energex, Laing O'Rourke, QLD Urban Utilities, QLD Main Roads & Transport & Robert Walters resulting in an industry-wide Diversity & Inclusion action plan actively advance equality across the infrastructure industry by acting as advocates; agreement to industry wide D&I procurement criteria; and commitment to industry mentoring circles.

Client Testimonial

"We chose Leith to lead the strategy and facilitation of our series as we knew immediately she is genuinely passionate about a holistic approach to improve in Diversity and Inclusion. She exceeded our expectations in every way as the scope of the series expanded, Leith was agile, always available to provide insights and test ideas with, reliable, strategic in her thinking and her style is tenacious and engaging. She is inclusive and has the ability to harness the best from everyone in a room."

AECOM Marketing Manager.

Mitchell Services offers:

- Organisational review to define bias in structure, culture, interpersonal and personal dimensions
- Development of key metrics
- Agree on bias interrupters strategy
- Execute & measure

1. ABS (2014) Labour Force, Australia, Detailed, Quarterly, Feb 2014.

2. Acker, J. (1992). Gendering Organizational Theory. In A. J. Mills & P. Tancred (Eds.), Gendering Organizational Analysis (pp. 248-259). London: Sage.

Contact Us

Phone: +61(0) 408767353

Email: leith@mitchellservices.net.au

Address: P.O. Box 419, Coorparoo, QLD. 4151

www.mitchellservices.net.au



