Surrounding yourself with people who are just like you is the quickest way to inhibit creativity. You wind up breathing your own exhaust. At AECOM, in pursuing a culture of inclusion and diversity, we are fostering a place where the best and brightest can breathe deep and thrive.

At AECOM, in pursuing a culture of inclusion and diversity, we are fostering a place where the best and brightest can breathe deep and thrive. Why? Because it’s good for our business. It’s great for our global clients who value our creative thinking to solve complex problems. And because it’s the right thing to do in promoting a culture that celebrates who we are, encourages collaboration and gives everyone the opportunity to do their best work.

Strategy and Achievements
We’ve made great progress on this journey, with work left to do.

To help us along the way, we have developed a strategic roadmap, launching this year, which commits to the following:

- **People:** We are passionate about creating a workplace in which women engineers, planners and other professionals choose AECOM to share their talents. Together we inspire students to study and work in infrastructure, and we focus on recruiting and retaining women, veterans and regional/local minority groups.

- **Culture:** We aim to create a sense of belonging for our people that feels inclusive and engages the heart and the mind in a respectful work environment.

- **Capability:** We build capabilities that drive inclusion and a diverse workplace across the firm. We look at how to deliver effective learning opportunities, such as Unconscious Bias training, while also reassessing and evolving company policies, procedures and practices.

- **Market:** We leverage the diversity of our people to lead in the infrastructure marketplace, which includes ensuring our business partners and clients share our views.

In 2015, we set a goal of doubling the number of women in leadership by 2020.

In an industry that has historically done a poor job of hiring women, let alone promoting them into mission-critical roles, we have increased women in our leadership ranks by 30 percent over the last three years, while focusing our recruitment...
efforts at all levels. International Women’s Day is a focal point for us, attracting a very high level of employee participation: more than 275 activities spanning 250 sites across the globe.

This year, AECOM achieved a perfect score on the Human Rights Campaign’s 2018 Corporate Equality Index (CEI), a national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual, transgender and queer (LGBTQ) employees. We are one of only two engineering firms to receive this distinction, designating AECOM as a Best Place to Work for LGBTQ Equality.

We are also making considerable progress in other parts of our company to increase our capabilities:

- Building leadership accountability through measurement;
- Designing programs to attract and retain women and minorities; and
- Offering leadership development that includes Unconscious Bias, Inclusive Leadership and Respectful Workplace training.

Inclusivity Can Inspire
Karen Britton, a chartered civil engineer, left our industry in 2008 to focus her attention on raising a family. Years later, Karen joined AECOM in a part-time position as a principal engineer, working two days per week. This arrangement allowed her to find the right balance between work and family. At work, she quickly found herself coaching and mentoring junior colleagues and helping them develop their own technical skills.

Today, Karen works as a technical director with responsibility for a large airport expansion project in the United Kingdom. Because AECOM helped Karen work flexibly with tailored projects to suit her skills and situation, she wanted to help others have the same opportunities and support. She developed a training workshop designed to help women build confidence. To date, the program has helped more than 100 women at AECOM.

Karen also developed the “UK Imagineers” program, which aims to motivate school-age children, particularly girls, to consider engineering as a career. Her work was recognized in 2018 when she received Highly Commended distinction as a Business Culture Ambassador at the 2018 United Kingdom Business Culture Awards.

And we couldn’t be more proud.

It is stories like these that inspire us at AECOM to continue on our way, creating a sense of place that elevates our people and our company.

www.aecom.com/careers/diversity-inclusion
AECOM Inclusion + Diversity Website

www.aecom.com/careers/diversity-inclusion/international-womens-day-2018/
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