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## St Modwen Diversity & Inclusion Working Group

### What is the D&I working group?

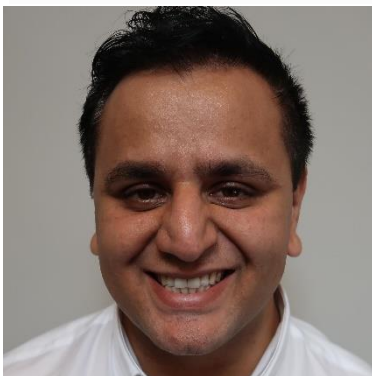
The group is made up of volunteers from across the business who are passionate about making St. Modwen an inclusive environment where everyone can be themselves. The group itself includes people from various backgrounds and business functions. The aim of which is to look at all topics from different perspectives, so that our different working environments and demographics are considered at all times.

The group will meet quarterly and will help to shape our approach to diversity & inclusion (i.e. what we are going to be changing and how), raising awareness of the importance of D&I and generally championing this across the business.

Recently, we put out a call for new members to join the Diversity & Inclusion Working Group to help achieve the ambition of becoming a more inclusive business.

We asked two of the Diversity & Inclusion Working Group members, Sezer and Jenna to tell her more about why they were keen to join the group and what they hope to achieve.

Please introduce yourself:



**Sezer** - Hi I'm Sezer, I've been with the company approximately 14 months. I've recently changed roles to Regional Engineer within St. Modwen Homes and I'm responsible for environmental, quality, adoption agreements and temporary works

**Jenna** - I'm Jenna, I have been working for St Modwen Homes for 3 and a half years and I am a Trainee Quantity Surveyor



How were you selected to be a member of the St. Modwen D & I Working Group

**Sezer** – The reason I joined St. Modwen Homes was partly due to seeing the organisation outwardly promoted Diversity and Inclusion on the website. This helped me decide they were the right company for me to join – when the opportunity arose for volunteers for the Working Group I applied and am over the moon to be able to give back to the group.

**Jenna** – I applied for the role after seeing an internal communication from Group HR Director.

Why did you personally feel it was important to be a part of the group?

**Sezer** - I strongly believe that Diversity and Inclusion is not just for the corporate face of office environments, but is something which should be championed on sites across the construction industry, as someone who works across all St. Modwen Homes sites in the Northern region, I know I can represent the Working group at the “coal face”.

**Jenna** - As a more “mature” trainee Quantity Surveyor (I’m 32), a student, a woman and a single parent I feel that I would have an important overall view on these subjects which come up quite regularly in this industry.

What are the main aims of the group from your perspective?

**Sezer** - To celebrate diversity and the richness this brings to the working environment. Making St. Modwen Homes a safe place for all so they can bring their best to the work place.

**Jenna** - To make sure that as a company everyone who works for St Modwen, is employed based on their skills and that nothing is held against them negatively, i.e. skin colour, race, religion etc and that we celebrate these differences.

What would you say to someone who felt that House Building wasn’t an inclusive industry to be employed in?

**Sezer** - Historically I would say that Construction Industry as a whole had a lot of prejudice within a number of diverse groups, LGBT, ethnic and gender. I feel it’s important for me to be visible across our sites to help break down those barriers so that the next generation can have material change.

**Jenna** - In general I would say House Building is an inclusive industry, certainly based on the people I have met whilst working at St. Modwen Homes. However, I feel that there’s still a long way to go in bridging the “battle of the sexes” gap.

<https://www.stmodwen.co.uk/delivering-responsibly/diversity-inclusion/>