ACEI Diversity and Inclusion Charter

The Association of Consulting Engineers of Ireland (ACEI), in collaboration with the Irish Centre for Diversity, has developed this Diversity and Inclusion (D&I) Charter to enable its members to confirm and demonstrate their commitment to D&I.

As the professional body representing the interests of those engaged in Consulting Engineering, we understand the challenges that the sector faces in recruiting gender diversity. Furthermore, we recognise the need to commit to addressing this for the benefit of the sector and the individuals that work within it.

The ever-increasing demand for metrics in relation to ESG must be considered by our members and signatories to this Charter will be provided with a framework to support them in building the required data set to meet this challenge

The ACEI is committed to supporting its members in attracting and retaining the best talent. Becoming an inclusive organisation is essential in achieving this, with clear parallels between an inclusive culture and recruiting and maintaining a diverse workforce that is truly reflective of demographics of Ireland's population.

The benefits to ACEI members of a demonstrable commitment to D&I include a recognisable competitive advantage within a competitive tendering process and when seeking to secure contracts.

With the support of ICFD, you are required to complete the following:
- Signature from a senior leader to show public commitment to advancing D&I
- Achieve Investors in Diversity (IID) Bronze within 6 months
- Senior leaders to undertake D&I training
- Take steps towards recruiting a more diverse workforce
- Work towards developing an organisation-wide D&I strategy

What will you get as a signatory to this Charter
- A logo from ACEI to publicly show your commitment
- A discounted rate from ICFD
- Access to a selection of D&I related policy templates
- An action plan from ICFD on completion of IID Bronze

Name

Company

Email address

Date