



# Sustainability Summit

The below answer sheet is for your own self-assessment. Please keep your completed questionnaires and answers on file for your record. Sustainability Summit will send you a Refuel certificate once your questionnaire has been submitted.

## WOMEN IN BUILT SUSTAINABILITY LEADERSHIP

**1. What is the importance of having a diverse representation in the Sustainable Built Environment industry and how is this played out across new and established practices?**

The last 18 months have really highlighted a lot of the unsustainable practices that have become normative in workplaces right across the spectrum. Some of these things have been raised for many years as barriers to entry to achieving more diversity in the workplace. Changing the way we think about remote working, flexible working/contact hours, networking, learning are just some examples of how minimising standardised work expectations can increase equity and give different people opportunities to shine.

**2. How do diverse perspectives help to guide our understanding of sustainability and propel our industry forward?**

Building on the last question, it's always important to encourage and highlight different experiences and points of view. When it comes to sustainability, creating an intersectional approach ensures we are always thinking about how everyone experiences the built and natural environment so we can create and implement solutions that are for everyone.

**3. How does culture reflect and impact diversity in the workplace?**

It's important to foster an environment and working culture where people with different views and experiences feel like they are able to be heard and that their opinions are taken into consideration. Making decisions that are shaped by a wide range of perspectives is key to achieving successful outcomes, but this starts by looking at everything to how we hire, to how we structure work, share opinions and communicate within and to a team.

**4. How can we better promote and celebrate diversity within the Sustainable built environment sector?**

Removing barriers to entry, diversifying our approach to working arrangements, promoting new perspectives.