

# How Do You #InspireDEI?



**Rachel Allen,**  
Head of Global  
Operations, IPFA

## Our DEI Commitment

IPFA is committed to driving and supporting change with respect to Diversity, Equity and Inclusion (DEI) in the infrastructure and energy industry. Our aim is to progress and foster change in a meaningful and impactful way.

Through our DEI strategy, we are striving to ensure our internal policies and practices are diverse and inclusive, whilst ensuring all our member activities represent the inclusive ethos of IPFA, and that we are supporting our members in their DEI goals.

## Key strategic objectives

### Our People & Culture

- Ensuring that IPFA are made up of diverse individuals that reflect and represent the communities we serve.
- Developing, reviewing and updating our policies, plans and strategies to ensure they align with our DEI strategy.
- Engaging our internal network of volunteers in our DEI strategy, including the Board, Council and Committee members.

### Our Activities

- Increasing visibility and representation of under-represented communities in our activities.
- Recognising significant calendar events to raise awareness of and celebrate our under-represented communities.
- Offering DEI related activities for different target groups.

### Our Members & Industry

- Nurturing a commitment to DEI within our industry by listening, understanding and determining what our members need, and developing resources and opportunities to help support them.
- Sharing best practice and thought leadership created by our members and leading DEI organisations.

# How Do You #InspireDEI?

## Get involved by...

- Participating in our DEI Initiatives. Send us a summary of your DEI strategy, activities, and achievements.
- Sharing your thought leadership and best practices with our global network via the Knowledge Hub
- Hosting or speaking at one of our DEI regional events
- Becoming an IPFA DEI rep for your organisation

