

**Mott MacDonald – GLA Design Lab Action Plan**

**Objective:** To be an inclusive employer with fair career opportunities and prospects for under-represented groups including young Black men

[UK youth unemployment rate continues to rise; young Black men are particularly affected](#) – Trust for London

**2**

**Recruitment:** To engage with young Black men and review our recruitment processes for a fairer selection

- Review our recruitment processes to remove potential barriers faced by under-represented groups including young Black men.
- Increase our engagement with under-represented groups including young Black men to improve their employability potential.
- Improve the inclusivity of our communications to attract under-represented groups including young Black men into our organisation.

**1**

**Data:** To improve how we collect and use diversity data to understand progress

- Encourage the disclosure of diversity data to help us understand any barriers to progress for under-represented groups including young Black men.
- Use this data to inform the development and monitoring of actions to increase the representation of under-represented groups including young Black men.
- Use this data to review and update our actions on an ongoing basis.

**3**

**Progression:** To ensure fairness in our progression and promotion opportunities

- Review our promotion processes to ensure that under-represented groups, including young Black men, have fair opportunities to succeed within our organisation.
- Ensure existing and new career opportunities are effectively communicated so that under-represented groups, including young Black men, can fulfil their potential.