

# OUR Strategy



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# Purpose

The Built Environment Change Makers are a group of professionals from across the industry, who advocate for systemic change. We will develop opportunities and build resilience in the workforce, so that the sector can transform in a way that is sustainable, inclusive and fair.

We are architects, sustainability professionals, engineers and project managers at various stages of our careers. We all have different passions; embedding sustainability, enhancing skills development, promoting diversity

and inclusion and embracing digitisation.

However, one thread ties us together - change. We want to resolve the problems that we see and we want to build resilience for the future.

## Meet your Change Makers



Mila Duncheva - Lecturer

Chair



Aisling O'Reilley - Project Coordinator

Vice Chair



Emily Carr - Design Manager

Vice Chair



Rory Doak - Project Manager

Vice Chair



Daniel Lockwood - Senior Project Manager



Emily Rankin - Graduate Project Manager



Greg McKay - Construction Management Student



Gina Colley - Architect



Lara Bandoni - Architect



Owen Morrison - Architectural Technician



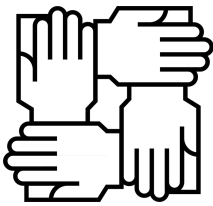
Verity Moorhouse - Business Developer



Quichen Lu - Lecturer

# Vision

Starting now, BE Change Makers will challenge the Built Environment sector to transform into one that is sustainable, inclusive and fair. We believe that all these futures are interdependent therefore must happen together.



**An Inclusive Future**



**A Fair Future**



**A Sustainable Future**

## An Inclusive Future

### The problem

We are working in an industry that does not represent our society.

**15%** of the current workforce made up by women

**13%** of the current workforce are from ethnic backgrounds

The industry's current workforce is not reaching its potential due to a lack of diverse ways of thinking and working.

### We will:

- Celebrate role models of change
- Present exciting career opportunities for everyone
- Showcase ongoing initiatives promoting a more diverse and talented workforce

# A Fair Future

## The problem

There are gaps of opportunity across the sector, at many levels. This includes skills gaps, a mismatch of employee supply and demand and an education system that is focused on gaining degrees, rather than accessible pathways for everyone.

### We will:

- Create new routes into the sector, paving the way for equal and fair opportunities for everyone
- Advocate for equality in these routes, identifying cases of career switching and upskilling, aligning skills where they are needed most.
- Challenge the sector to create a workforce with equal pay and opportunities; and a better alignment of skills regardless of background.

# A Sustainable Future

## The problem

The built environment is responsible for:



We will not resolve these problems unless sustainability is placed at the heart of decision-making

### We will:

- Showcase good practice and leadership on sustainability
- Ensure sustainability remains a priority
- Advocate for sustainability in education and training