



## Invitation to tender

<b>Equality, Diversity and Inclusion – building for the future</b>
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### About CIHT ([www.ciht.org.uk](http://www.ciht.org.uk))

CIHT is a respected, chartered professional body that provides transportation professionals with recognition, support and business insights through access to information, intelligence, training and qualifications that they need to accelerate their careers and influence the future of the sector. CIHT values are: Professional Inclusive, Collaborative and Progressive.

### About the work we are seeking to commission

One of CIHT's key commitments is to advocate, promote and practice equality, diversity and inclusion. Visibility and momentum accelerated when CIHT launched its industry diversity and inclusion tool kit in 2015 [www.ciht.org.uk/diversitytoolkit](http://www.ciht.org.uk/diversitytoolkit). We continue to be committed to working with our members and sector to promote a diverse and inclusive profession.

Over recent years we have introduced an EDI Panel to guide the work we do and have undertaken unconscious bias training across the Institution. We have a Diversity and Inclusion Charter with over 60 partner signatories, an EDI award, promote good practice and advocate EDI through conferences, webinars and role models. All Board papers require consideration of EDI implications as standard and our corporate KPIs include EDI member recruitment targets.

We now wish to build upon what we have already accomplished and detail our renewed commitment to achieve even more.

We want to be transparent about our challenges, be accountable on progress and set an example to our members, partners and key stakeholders.

We recognise that there needs to be a balance between an internal focus on our own culture, policies, practices and procedures and our external influence through collaboration and engagement.

We are now at a point where we wish to:

- (1) Assess our progress to date and benchmark against relevant organisations
- (2) Develop an EDI vision and strategy underpinned by an action plan to cover the next 3-5 years
- (3) Develop KPIs to help measure progress in all areas

## **Are you able to help?**

We are seeking to recruit an appropriately skilled individual or organisation who can help us to deliver the next phase of our EDI journey.

If you believe that this project is something that you could assist with, we would be delighted to receive a proposal from you signaling how you might approach the work, high level timescales and some indication on your pricing. Your proposal should also offer some insight on your organisation and highlight your capability and experience (including your insights into successful practice in related sectors) to support CIHT on this work.

In terms of timescales, we are keen to appoint an appropriate organisation or person to support us on this activity by the end of March.

Please contact e: [sue.percy@ciht.org.uk](mailto:sue.percy@ciht.org.uk) or dd: 020 4526 9844 to discuss further.

Deadline for tenders: 17:00 19 March 2021 to be sent to [catherine.tuke@ciht.org.uk](mailto:catherine.tuke@ciht.org.uk)