**CIHT Equality, Diversity and Inclusion Advocate Role Description**

**Why become a CIHT EDI Advocate?**

CIHT needs knowledgeable and skilled professionals who can volunteer to help support the delivery of our Equality, Diversity and Inclusion (EDI) theme for our members, partners, the wider sector and the communities that we serve. We are looking for a range of individuals who are willing to use their skills, knowledge, and experience to assist CIHT and the EDI Panel in driving meaningful change at scale and pace. These individuals may be CIHT members or be from the highways, transportation and infrastructure sector or from relevant adjacent sectors. This is a voluntary role.

**How to get involved**

Contact our EDI Manager via emma.carruthers@ciht.org.uk for an informal chat.

**In return you will get**

The chance to be part of an enthusiastic team of credible and acknowledged professionals and make a real difference to the highways, transportation and infrastructure sector and the diverse communities that we serve.

The opportunity to:

* Be profiled by the Institution as a valued EDI advocate and the work that you are doing
* Help shape the future development of CIHT and the wider sector
* Support the delivery of CIHT’s EDI Strategy
* Expand your professional networks
* Strengthen your Continuing Professional Development (CPD) portfolio
* Access advice and guidance from CIHT staff
* Access peer support from other EDI Advocates
* Access, briefings, or guidance documents on relevant topics.

Advocates will be reimbursed, if appropriate, for reasonable travel and subsistence expenses covered in line with our volunteer travel and subsistence policy.

**Range of Activities and Expected Commitment**

The range of activities may include:

* authoring blogs
* being a guest on a podcast
* speaking on a webinar or conference
* designing or reviewing CIHT Learn modules
* contributing to or reviewing policy
* attending some CIHT EDI Panel, strategic board or other committee meetings
* being profiled as a role model through various channels
* sharing experience from other sectors

Time commitment will vary depending on the input(s) and will consist of a minimum of (but not limited to) 4 days per year. Your term will be two years.

**What knowledge and experience are we looking for in CIHT EDI Advocates?**

This role will suit enthusiastic, proactive individuals with a strong commitment to highways, transportation and infrastructure. Advocates will be expected to support CIHT’s strategic objectives and vision ‘to progress EDI across and beyond the sector’. Successful applicants will be able to apply their own professional knowledge and expertise as related specifically to EDI and/or applying EDI to technical practice.

We are actively seeking individualsfrom within and beyond CIHT membership (and from both within and external to the sector)who have working knowledge and experience of, or in, delivering EDI in their professional role – from diverse representation in their workplace to delivery of services to diverse communities.

Some examples of knowledge and experience required are given below:

* Working experience of equity, equality and inclusion in one or more areas, not only in relation to progressing EDI within the workforce, but also in relation to inclusive design, policy and service delivery for diverse communities.
* Demonstrable and acknowledged expertise in relation to EDI legislation, policy and best practice
* Specialist knowledge in one or more areas of EDI
* A proven ability to demonstrate positive change and impact in terms of EDI
* A working understanding of CIHT’s EDI strategic priorities
* A proactive and committed approach to EDI
* Ability to remain objective and to apply a lens of equity and inclusion
* Ability to represent CIHT as an Institution professionally and as a driver for positive change – believing in and championing CIHT’s values and EDI priorities. Representation will take various forms and may be at national or regional events or committee/panel meetings or events.
* A working understanding of and practical application of antiracism, active allyship and ‘positive disruptorship’ (or willingness to learn) – embracing potentially challenging and uncomfortable conversations with professionalism and empathy.
* If a CIHT member – familiarisation with our CIHT Learn platform and EDI related modules, with a view to completion of the modules and/or evidence of other EDI related CPD.

**All CIHT EDI Advocates should:**

* Act in the interests of the CIHT, irrespective of any commitments to other organisations or groups or any personal interests.
* Declare any potential conflicts of interest and seek advice from CIHT if necessary.
* Adhere to relevant CIHT values, policies, procedures, and behaviours.

This is a voluntary role and does not create any contractual obligations unless by specific agreement.

**How do I apply?**

Contact e: emma.carruthers@ciht.org.uk