

# Enabling environments and stereotypes

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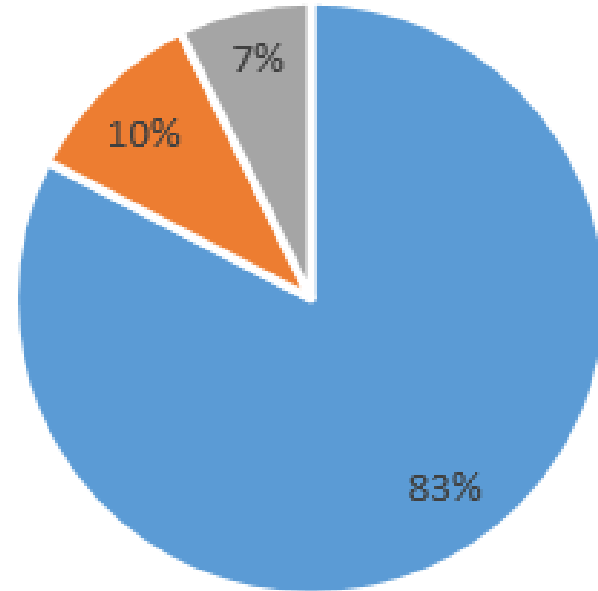
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# Content

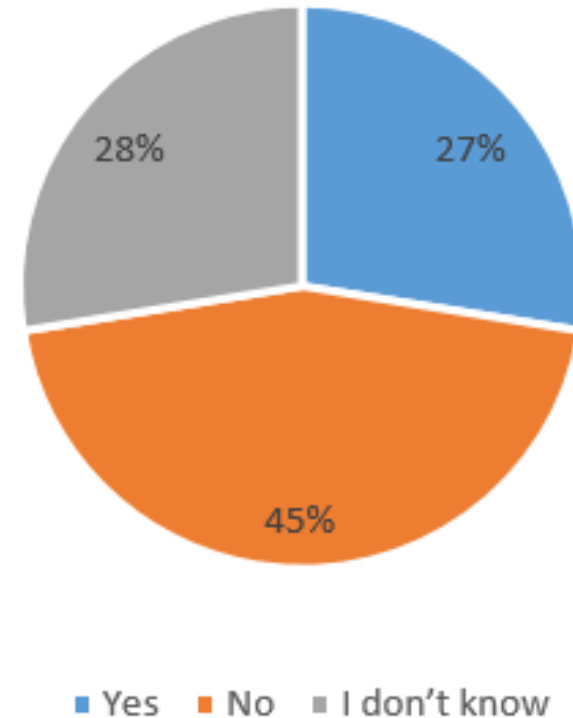
- Understanding Gender Diversity Trends in Consulting Engineering
- Policy to create enabling environment
- Organisational Culture

**To provide an enabling environment, should women with children be allowed time to attend to family responsibilities during working hours (example to attend ballet rehearsals, soccer matches)?**

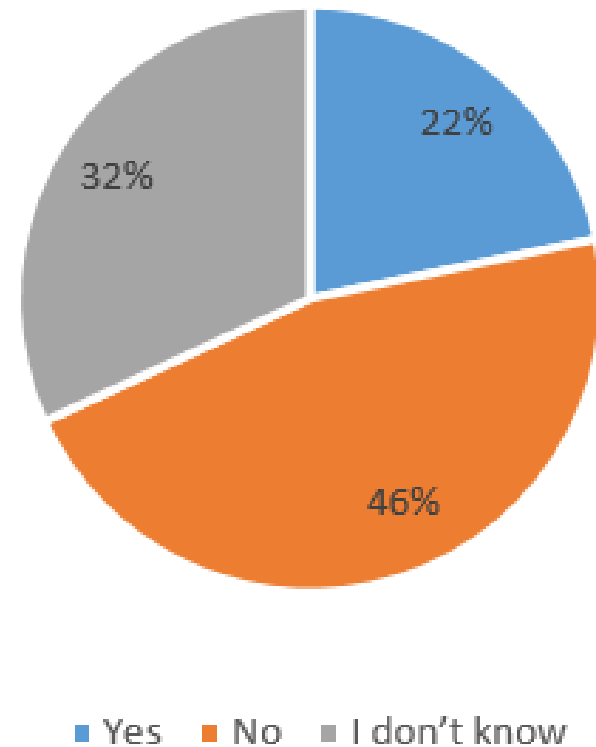


■ Yes ■ No ■ I don't know

**Does the strategic planning of your company prioritize women in their succession plan - is there a programme for training and skills transfer to prepare the women for the position'**



**Does your firm currently have a gender diversity policy or programme in place?**



The background features a large, curved graphic element on the left side. It is composed of two overlapping bands: a dark blue band at the bottom and a bright green band on top. The curves of these bands sweep from the top left towards the bottom right of the page.

# **POLICY & ORGANISATIONAL CULTURE!**