



AFBE-UK

Inspiring People Of BME Origin In Engineering

2021 Annual Report
& Newsletter

January 2022

Inspiring People of BME Origin in Engineering





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10 Years in Scotland



When I called the first meeting at the Aberdeen Douglas Hotel in November 2011, I had no idea if we would succeed or fail, no idea if the programmes that had been successfully run in London would be easily applicable in Scotland. What was clear from the start was that there was an appetite for a network, one that would use its

combined experience to help create opportunities for many people trying to get into the industry. A mistake people south of the border often make is to think of Scotland as just an extension of the North of England but in the last 11 years I have come to understand that Scots have a strong sense of their history, culture and identity and pay special attention to things uniquely Scottish.

As time went on, we would therefore try to contextualize AFBE-UK's vision for Scotland, we would create programmes like Transition, Real Projects, NextGen and TRANSCEND. Programmes that helped create job opportunities, mentored young people, connected mentors to mentees and transformed company cultures. Programmes that are now being run in companies and universities across the UK.

In October 2021 we gathered at the Marcliffe Hotel and Spa to celebrate the brightest and best within the engineering sector. We also took the time to mark 10 years in Scotland. It was a moment to take stock of all we have achieved and to reset for the next 10. It was also the first time most of the audience had been at a social event since March 2020 and as premier radio presented and our event host Lady T would tell you, keeping the audience quiet was a challenge!

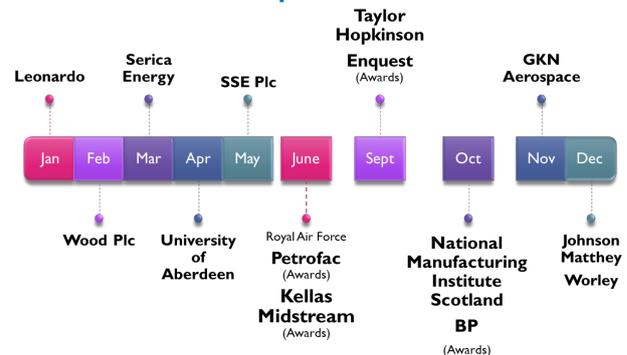


You can see picture of our 10th year anniversary celebration [here](#).

But our 10th year in Scotland has also been crowned with many achievements. Focus group surveys that had been like an MOT for companies' diversity strategies, interviews, podcasts, coding club, transition events that focused exclusively on work in corporate organisations, grants won to help our work, consultancy, an invitation to join respected industry bodies and many new corporate members!

Many organizations joined AFBE-UK, a considerable number of these came directly through relationships built by my team over the last 10 years.

2021 Partnerships





These partnerships have truly been a two-way relationship. Students and professionals affiliated with AFBE-UK have had the opportunity to apply for jobs and to be secure internships and we have had the opportunity to educate staff in various organisations. I sometimes had the pleasure of speaking in many departments within the same organisation! I remember speaking in one of such sessions a few months ago and hearing someone who had been in a previous session reflect that he felt he hadn't acted much on what he had heard on the first session on the Ethics of Ethnic diversity!

2021 has been a year of soul searching for the energy sector. We spent 2021 recovering from the slump of 2020 and working to chart the next path for this sector. The questions that were being pondered on were brought into focus in November when the world's leaders gathered in Glasgow to discuss the climate emergency as part of COP 26. My take from an Aberdeen perspective was conveyed in a BBC Scotland radio interview during COP26. I stressed the importance of viewing the energy transition not as a sudden switch but as a patchwork of solutions that begins with minimising the adverse environmental impact of our current activities and progresses to the devising of technologies that can enable greater reliance on renewable sources. I said that the industry has the capacity to deliver the energy transition if it can train its workforce in specific areas such as the digitisation. I also said that governments will have to invest the funds if technologies for carbon

capture and storage and for renewable energy sources are to be commercially viable.

In 2021, we continued the exponential growth in our membership that began in 2020, in 2022 we will be looking to build on that burgeoning influence by increasing our partnerships and ensuring that our members (individual and corporate) make the most of their membership. If you would like to know more about AFBE-UK and about the benefits of membership, send an email to info@afbe.org.uk OR info@afbescotland.org.

Here's wishing you and your family a fantastic Christmas and a healthy and prosperous 2022. I leave you with my favourite quote of 2021 by Augustine of Hippo:

“Hope has two beautiful daughters; their names are Anger and Courage. Anger at the way things are, and Courage to see that they do not remain as they are”

Ollie Folayan PhD CEng FICChemE
AFBE-UK Co-Founder/AFBE-UK Scotland Chair

About us

AFBE-UK provides support and promotes higher achievements in Education and Engineering particularly among students and professionals from ethnic minority backgrounds. AFBE-UK was founded in 2007 in London as a network of engineers who enjoy what they do, seek to engage the industry and make a positive contribution to the community. These goals are achieved through our mentoring programmes, seminars, workshops and social events. AFBE-UK works to increase the number of ethnic minority people who pursue a career and have successful careers within the engineering industry. We promote diversity in engineering and technology through our programmes and activities which are led by exceptional professionals and leaders in the Engineering industry and are designed to bring about meaningful change, sustainable growth and development and a lasting positive impact to the UK. To find out more about AFBE-UK and the work we do visit our websites www.afbe.org.uk and www.afbescotland.org



Welcome to our 2021 Annual Report



2021 was filled with its own set of challenges. As we battled new strains of COVID, the challenges of trying to get back to “business as usual” on Freedom Day’ came with the realisation that the UK economy still faced major challenges despite returning to ‘normality including the well-publicised fuel supply

shortage in fueling stations with unprecedented long queues due to the ongoing lack of HGV drivers.

For us at AFBE-UK, with the overwhelming support of our corporate, professional and student membership we soldiered on delivering over 50 online events from programmes for school age young people (8-18 year olds), university students through to working professional and leadership. We set up the NextGen coding club and Through Making engineering Hot, Transition, Real Projects, Round Table, Chess Club and our leadership programme we engaged our individual and corporate members. Some highlights include graduating our first group of 10 mentees through our collaboration with When Females Lead in Zambia as well as a unique mentoring partnership with University College London. Our Leadership programme spearheaded by AFBE-UK Scotland has grown from strength to strength bringing leaders from across the world to inspire us.

The UK hosted the 26th UN Climate Change Conference of the Parties (COP26) in Glasgow in October. The COP26 summit brought parties together to accelerate action towards the goals of the Paris Agreement and the UN Framework Convention on Climate Change. It was encouraging to see the unprecedented business presence and commitment to achieving Net-Zero Targets at COP26, AFBE-UK was delighted to be involved participating in

various forums and featured in various review articles to discuss the achieving Net-Zero targets.

On a more personal note, my most treasured moment this year was celebrating 10 years of AFBE-UK Scotland (with our very first live (Hybrid) event since the pandemic in November 2021. The gala highlights are available on YouTube. It was a night of inspiration. As with 2020 we welcomed a range of organizations from various sectors to the AFBE-UK family including Aerospace, Built Environment, Offshore energy, Construction and project management as well as universities.

For our member of the year award this year it is fitting to recognize the efforts Ibim Diri, AFBE-UK Scotland’s Transition and mentoring Lead. Congratulations to you!

As we enter 2022 still battling newer strains of COVID-19, while things may seem overwhelmingly difficult, our plans at AFBE-UK are to work with our partners, elevate our members and continue to champion inclusion within engineering. We are excited about our upcoming conference AFBELive! We are still focused on legislative reforms on ethnicity pay gap reporting and have actionable plans to take our drive for more diverse and inclusive leadership within engineering organisations forward.

Our theme this year is **Nurturing our community**. It is our hope that the articles in this newsletter will encourage you to support our mission to change the world through engineering.

**Dr Nike Folayan MBE, PhD FIET CEng
Chair, AFBE-UK**

AFBE Live Conference 2022 here we are!



“We are finally here!! The countdown has started to the first AFBELive! 2022 promises to be an exciting year.

AFBE-UK is finalising preparation for its first conference, to be hosted on 22nd April 2021. The conference will hold every 2 years and will gather some of the best minds in the industry. Aimed at Engineering and Technology graduates and professionals it will be an expo of AFBE-UK's developments and their importance. With workshops and panel discussions, attendees will have the opportunity to look at innovations in different fields and understand why diversity is so important for a sustainable future. The conference will also provide a platform to discover the “Next Big Idea”, a dragon den's style event aimed at students and professionals.

This year the theme is “The future of Engineering - Sustainability, Innovation & Diversity” promises to deliver just that. Hosted at the IET Savoy Place on the 22nd April 2022 this conference will highlight the need for diversity of thought in the Engineering and Technology Industries.

Up to 600 attendees are expected to attend. The conference has partnered with some of the biggest organisations in the industry to deliver a ground breaking event. Partner companies include Mercedes AMG, RS Components, Subsea Engineering, Net Zero Technology Centre amongst others.

In the following weeks we will start announcing some of the speakers through our social media, so please play a close look so you don't miss any.

AFBELive! 2022 will end with a celebratory sit down dinner, networking and entertainment.

Article by Sheila Sousa



Sheila Sousa is a Senior Telecoms Consultant at Arup. She graduated with a Masters degree in Telecommunications Engineering from Kings College University London.

She has been involved with AFBE-UK since 2015, helping in events and supporting some social media aspects.

Sheila has found AFBE-UK inspiring and much needed to support and promote engineering to BME students and help BME engineers' transition into the working environment.

In her spare time, Sheila enjoys travelling, dancing and spending time with friends.



AFBE-UK
Inspiring People Of BME Origin In Engineering

Schools



NextGen in 2021

The AFBE-UK NextGen programme is aimed at showcasing and increasing the participation of young people of ages 8 - 17 years in Engineering and STEM. We are so privileged to work with many young people in all the continents of the world.

The NextGen team is ever so excited for young people as they prepare to make their future career choice. Whilst some young people have interest solely in Engineering or other STEM careers we give them the opportunity to explore the potentials of different STEM (Science, Technology, Engineering and Maths-related [Mathematics, Business, Accountancy, Finance]) careers through the NextGen activities.

We offer a number of activities. They include:

- **NextGen school STEM programme** – These STEM outreaches take place physically and virtually during School hours.
- **NextGen Online STEM events** - Engineering / STEM talks by professionals on 2nd or 3rd Saturdays every month from 12:30 - 13:30 PM (UK time).
- **NextGen Coding Club** - Website, Scratch, Cyberbotics and Raspberry pi Robotics coding sessions. This takes place on Mondays as online 17:45 - 19:00 (UK time or 17:30 -18:30 every 3rd Monday of each month.
- **Leadership and Business development** - This is currently delivered as part of the NextGen Coding Club curriculum.
- **IET - First Lego tournament: Cargo Connect practice sessions** – This activity is part of the NextGen Coding Club. It takes place on Saturdays as live sessions at the Aberdeen Science Centre from 10:00 - 11:30 AM (UK time).
- **Career Fair and employability workshops** - For 12 - 17 years – This can be during school hours and virtually after school hours. This year we partnered with the Making Engineering Hot programme to help our young people to access the career employability training via an MEH hosted event Careers Fair - Standing Out From The Crowd on Thursday, 11th November 2021 from 5:00 - 7:30 PM.
- **Engineering company based work experience** – This is usually announced when it is available. This year we have had a good number of young people (12 - 16 years) join the ARUP work placement.
- **Youth volunteering** – This are young people who become a volunteer in the AFBE-UK NextGen team, helping to provide better services for fellow young people. It helps young people acquire hands-on leadership, communication, customer service, volunteering, critical thinking, analytical and problem-solving skills.
- **AFBE-UK NextGen Spot the Engineer Game** - <https://www.norwelledge.com/spotTheEngineer/> - This is the first educational support game by the AFBE NextGen programme. We are seeking funding to convert this game into a mobile app on Apple app store and android/ Google play store.



Some NextGen STEM Ambassadors and volunteers at the AFBE-UK Scotland 2021 Gala

New volunteers joined us to invest their time and expertise for the benefits of the next generation of STEM professionals. These fantastic people include: Daniel Eze – NextGen coding club vice president, Mellisa Desantos, Emmanuel Momoh, Amarachukwu Nwaogazie, Amarachi Ochieze.



LEGO Coding session at the Aberdeen Science Centre – Robot programming



NextGen LEGO Coding session at the Aberdeen Science Centre – Model building

NextGen Coding Club

NextGen Coding Club started on the 1st of March, 2021 with a launch ceremony chaired by Dr Ollie Folayan and Dr Nike Folayan. The aim of the Coding club is to equip young people between the ages of 8 – 17 years with requisite coding skills for this digital era.

The Coding Club has really grown in this first year with members from across the United Kingdom and beyond (Aberdeen, Liverpool, Wakefield, Leeds, London, Qatar, and Nigeria to mention a few) Held on Monday evenings between 5:30 – 7:00PM, this year we acquired website coding,

games and animation with scratch skills, cyberbotics skills, Raspberry pi robotics skills, LEGO coding skills, leadership, innovative problem-solving skills, team work, project management and presentation skills. We had a total of **37 online sessions** excluding all facilitators planning meetings. We are so grateful to all the youth leaders, coordinators, facilitators, Prof Ann Reddingpugo and Pete Preston for their kind support and time invested in the progress and prosperity of the young coding leaders.

Some of the facilitators include: Pete Preston, Emmanuel Oni, Araz Khojasteh, Cyril Ishabiyi, Daniel Eze, Muritala Ajao, Surakat Kudehinbu, Urenna Adegbotolu .

NextGen Online STEM Events in 2021

S/No.	STEM Talk Title	Speaker	Date
1.	NASA Space Robots – The Role of Robots and Astronauts in Space	Sue Burns, NASA, USA	28.01.21
2.	A Day in the Life of a Doctor	Dr Lisa Oni	06.02.21
3.	Sustainability - Energy and the Environment	Dr Urenna Adegbotolu	20.02.21
4.	Caring for the Littlest Humans	Dr Uche Nwaogazie-Ekeh	06.03.21
5.	Magnetism: Let the Force prepare you	Mo Oyetunji	20.03.21
6.	Introduction to Data Science	Sepehr Nem	03.04.21
7.	STEM Superheroes - Born with the power to energise the world	Thejus Hari	17.04.21
8.	What is the point of Mathematics?	Dr Nira Chamberlain OBE	01.05.21
9.	Water - The miraculous molecule	Dr Ravi Singhal	15.05.21
10.	The Nitty Gritty: A Concrete Quiz	Mimi Nwosu	29.05.21
11.	A Digital Visit to The Bruce North Sea Platform	Alistair Jones	19.06.21
12.	A Day In The Life Of An RAF Engineer	Rotimi Keshinro	26.06.21
13.	How To Harness the Wind	Gail Barnes	10.07.21
14.	A day in the power station	Wilson Moahyi	24.07.21
15.	Atlas of a Pharmacists journey	Frankie Igwe	07.08.21
16.	Adventurous role of a Graduate Engineer in the Energy industry	Muritala Ajao	21.08.21
17.	Medical Coding: The importance of coding in medicine	Daniel Eze	04.09.21
18.	Development of an Offshore (at sea) Wind Farm	Andrew Fowler	02.10.21
19.	Becoming an Aerospace Engineer	Hania Mohiuddin	16.10.21
20.	Engineering Your Way Through	Folayo Osekita	30.10.21
21.	Spot the Engineer	Mo Oyetunji	06.11.21
22.	What is it like to be a Neuroscientist?	Dianne Lopez	27.11.21
23.	You Too Can Reach For the Stars	James Bromley, Lola Okunrinboye and Denis Pinto	11.12.21
24.	Awards Ceremony: Humanitarian Innovations – How to engineer for the global south	Nav Sawhney	18.12.21

The NextGen Awards Ceremony

The NextGen awards ceremony took place on Saturday, the 18th of December, 2021. The aim of this event was to celebrate the achievements of all the young people in the NextGen programme. Awards were presented to children who gave a Star performance and showed resilience throughout the year.

The keynote speaker was Nav Sawhney, the founder of the Washing machine project. He gave an amazing talk on humanitarian innovations – How to engineer for the global south. In his talk he inspired all attendees to always think about social responsibility – the common good of their community and the world even as they come up with ideas and create inventions.

The AWARDEES are

- **STAR PERFORMER** - This award is for a person who won the most NextGen Online stem event quizzes - **Camille Irving**
- **HIGHLY RECOMMENDED** - This award is for a person who engaged the most with speakers, facilitators and participants at NextGen Online stem events - **Femi Soyoye**
- **GOING THE EXTRA MILE** - This award is for a person who goes the extra mile to use the information they have gained during the NextGen STEM sessions to create something commendable - **Baasit Salawu**
- **GOING THE EXTRA MILE** - This award is for the youth volunteer who goes the extra mile working behind the scene to support the NextGen STEM sessions - **Sophie Adegbotolu**

- **AFBE-UK NEXTGEN CODING CLUB STARS** - This award goes to those young people who took on the challenge of carrying out a Coding project and presented their amazing coding skills

Muna Nwokolo

Oma Edeh

Bassist Salawu

Ihechi Edeh

David Akinbode

Victoria Adefihan

Ose Igbelokotor

Dara Olusoji

Chichi Anozie

Foyin Onafeko

Fola Olusoji

Aralola Fatokun

Ireyan Onaivi

Somkene Chukwuma

Sophie Adegbotolu

Bassist Salawu

- **AFBE-UK NEXTGEN CODING CLUB 1ST PRIZE** - This award goes to a young person who won the 1st place prize in the NextGen Coding Club 2021 - **Dara Olusoji**
- **AFBE-UK NEXTGEN CODING CLUB 2ND PRIZE** - This award goes to a young person who won the 2nd place prize in the NextGen Coding Club 2021 - **Ihechi Edeh**
- **AFBE-UK NEXTGEN CODING CLUB 3RD PRIZE** - This was awarded to two young people who won the 3rd place prize in the NextGen Coding Club 2021 - **Ireyan Onaivi and David Akinbode**

Industry Support, Collaborations & Grants

We are so grateful for the industry support from Nudgeexchange LTD. Darren Nicol (Founder) and Shaun Kennedy (Software Developer) joined the NextGen Coding Club sessions on Monday evenings to provide advice and support for the young coders.who

AFBE-UK Scotland took part in the Dundee Science Festival 2021. At the science festival, the NextGen team presented the SPOT THE ENGINEER GAME. NextGen also worked with the MEH team to implement the CAREERS FAIR for young people of ages 12 – 18 years. It was amazing. The keynote speaker was Sir Lewis Hamilton MBE HonFREng.

This year NextGen applied for 3 grants and received 2 grants from corporate and community organisations to boost the services that NextGen provides to young people.

- a. Johnson Matthey
- b. Young Start Grant – Community fund

Looking Ahead

We look forward to going back into schools for the STEM outreaches either physically or virtually. We also have plans to resume our one-to-one career mentoring for school students needing career mentors and provide more dedicated coding sessions for SEN young people as well as younger age groups. We look forward to building up the youth volunteer team in the New Year 2022.

How You Can Support NextGen

NextGen is here to help young people answer their STEM and career questions, and prepare them for their great future careers. Our main need is volunteers. We look forward to hearing from you soon about the NextGen activities you would love to be a part of.

- We need more volunteers to join our Social media development team. If you have expertise in Social media, content development, video editing or wish to learn these, please join the NextGen Social media team.

- We also need NextGen Youth Career Mentors to give practical support and advice to our young people.

To register your interest in volunteering, kindly, send an email to nextgen@afbescotland.org

We would like to thank our amazing programme sponsors – CNRI, Norwell Edge, Johnson Matthey, Young start grant –TNL; all our special guest speakers; event hosts /co-hosts/ moderators, NextGen STEM ambassadors, volunteers, facilitators; and the entire AFBE-UK family for all your unrelenting support and encouragement.

FOR MORE INFORMATION

Email: nextgen@afbescotland.org

Watch:

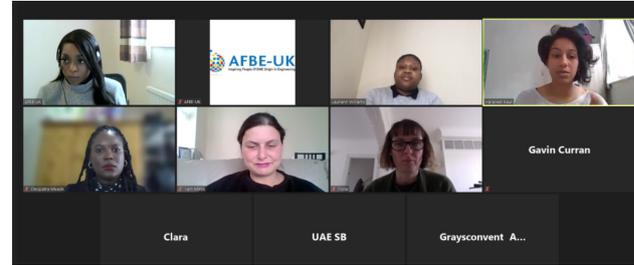
1. About NextGen (2016)
2. Careers in STEM
3. Compilation of AFBE-UK NextGen and MEH videos

Article by *Dr Urenna Adegbotolu*



Dr Urenna V. Adegbotolu is the AFBE-UK NextGen Programme Coordinator. She loves to help young people develop their passion and purpose in life through career, leadership and entrepreneurship coaching. As a STEM Ambassador she enjoys helping young people discover the applications of science, engineering, technology and mathematics in the world around them whilst creating a sustainable environment and future for themselves.

Making Engineering Hot: Standing out from the Crowd



A Day in the Life of an Engineer session 1

The MEH team has been at work all year! Earlier in the year we kicked off with hosting interactive online panel sessions and Q & A's partnering with the Brunel Museum. The MEH team organised Arup virtual work placements in February and GTR virtual work placements in June.

The ethos of the MEH programme is to support social mobility so we focus on reaching schools that have high numbers of young people on free school meals, schools in areas under the poverty line, looking at Ofsted reports and focus on schools needing improvement, hence when contacted by Vattenfall to offer virtual placements we quickly realised that the young people selected would require more support as such with support from Vattenfall we provided Broadband access (dongles) and laptops to allow the young people selected to take part in virtual work placements. It was therefore no surprise when in February, we were contacted by the Head Teachers of our schools under our Making Engineering Hot Programme, desperately in search for laptops for their students. This lack access to laptops was having a major impact on the least privileged students which could potentially have long term impact on their future prospects. We sent emails to our organisation members and were overwhelmed by the generosity of Arup, Northumbria Water and WSP

We were delighted to receive 3 laptops from Ove Arup via AFBE-UK Scotland Edinburgh representative (Emmanuel Oni also an Arup employee), 28 laptops were delivered to UTC Brixton and 40 laptops were delivered via our partnership with Northumbria Water to Grays Convent School in Essex. The schools were all very grateful for the support received. WSP have also committed to donating an additional 35 laptops to schools across the UK!

At the end of June we planned and partnered with GTR to deliver an insightful event 'GTR Women in Engineering day'. The event was to inspire female students, it was very successful and received a lot of positive feedback from GTR. At the end of the academic year we had further opportunities planned for the summer. Arup, the leading engineering firm, offered summer opportunities for students during the holidays, hosting a series of 2 consecutive weekly virtual work experiences to schools. With such high interest in their work experience we now have a waiting list of students who want to participate

June saw us also, organising virtual work placements with Govia Thameslink Railway (GTR) and at the end of June, we delivered an insightful event

We appreciate the support from our partners Brunel Museum, IET, Mediatonics, GTR and



Grays Convent High School gladly received 40 laptops so very generously donated by Northumbrian Water Limited.



Thank you to our two engineers, Ian and Wayne from Northumbrian Water for the delivery.

Wayne said: "The pandemic has forced a lot of our employees to work from home and resulted in us updating our laptop stock to cope with the new demand. It's good to be able to put our older machines to good use and help kids get their education back on track after such a challenging year."

The laptops will go to very good use across the school, we are so very grateful.

NORTHUMBRIAN WATER living water
Mrs Johnson

Arup for truly making engineering a hot career prospect for school kids in the UK.

Making Engineering Hot (MEH) in partnership with NextGen finished off the year by hosting Virtual Careers Fair in November. The theme for the event was Standing out from the crowd – A Careers Event Evening. The aim of the event was to allow students and their parents to understand what type of engineers will be required in Post COVID-19 and the routes to employment as well as how they can stand out amongst their peers. There were 6 organisations who are within the AFBE-UK membership carefully selected which were Amazon, Abbot Diabetes, Bloomberg NEF Buro Happold, EnQuest and Mercedes-AMG Petronas Formula One Team.

The event kicked off with a welcome note from Sir Lewis Hamilton who encouraged the students and reminded them they can achieve anything they put their minds to. After the welcome note attendees split into their groups and rotated around the virtual rooms with the 6 different organisations named above, the students had the opportunity to shine and show how they stand out from the crowd during the interactive sessions where they had to answer various questions. Once the interactive sessions were over, attendees took part in a speed networking session in the virtual lounge where they were able to join any table within the lounge where the tables were split by the vast range of job roles within the engineering industry. To round up the event all attendees joined the main stage for a thanks and a feedback session, the feedback received was very positive and 85% of attendees felt that they would attend a similar event in future.

Attendees for this event was far stretched across the world including attendees from Scotland, Luxemburg Saudi Arabia, Nigeria with just under 150 registrations.

Prizes of £50 vouchers were awarded to 6 different winners who were hand picked by the 6 different organisation delegates based on how they stood out from the crowd. We would like to thank all the organisations who participated. The impact of your support makes a huge difference on our young people.

We also like to take the opportunity to thank Reneth McKenzie Schoetz who ran the programme for over 12 years.



Article by Zainab Adigun, Making Engineering Hot Subgroup at AFBE-UK



Zainab Adigun is a structural engineer at Pell Frischmann ant has been in the industry for 5 years. Zainab enjoys connecting young people to engineering through the use of various activities is vital in educating them on the huge pool of career paths available to them. Having planned and

led a number of interactive sessions herself she knows the importance of the MEH is unquestionable to helping a young person's mind open up to the life of an engineer.



Transitioning in 2021

We have had another busy but eventful year planning our events in the Universities Events subgroup. We have once again been able to support our university students and partners while still navigating the Covid-19 pandemic. We grew the relationships we had with our new University partners and are nurturing new partnerships.

University and Corporate Events

This year, we have worked closely with the AFBE Mentoring sub-group to support the Chemical Engineering Department of University College London (UCL) in their successful Changemakers programme. As a result, we provided 12 UCL Chemical Engineering students with tailored support via mentoring and other student events.

We were invited by the Engineering Society of Warwick University to host a webinar on How Graduate Assessment Centres Work. AFBE members - Chi Felly-Njoku, Ayomide Ukpong and Milena Rakszawska talked about their graduate assessment centre experiences - the good and the bad. They also shared tips on how to stand out during an assessment centre.

We were also key in spreading Northumbrian Water's campaign for their Innovate Futures Work Experience Programme in line with their D&I strategy.

Our team lead - Chi Felly-Njoku was a speaker on the Combatting Skills Shortages session at the Universities UK Employability and Skills Conference 2021. The session discussed the ways universities can actively contribute to tackle skills shortages to meet business and sector demands. It was a great session that looked into how we can embed employability and skills into the curriculum.

Transitioning in 2021

Transition is a career workshop designed to equip students and recent graduates with the skills required to scale through the employment process at the most sought-after companies. This event includes a CV review session, a mock interview session and an assessment centre.

We have continued with planning Transition Online events in collaboration with AFBE Scotland. We held Transition Online events in collaboration with: Coventry University, Sheffield Hallam University, Leonardo UK, Spirit Energy and Wood Plc. These events have been beneficial to both our student attendees and the assessors. The students got to hear from professionals about their career journeys and lessons learnt on the way. Each session had a careers section that provided tips on how students can stand out and source a job during the Covid-19 pandemic. The students had a wonderful time learning about how to navigate a group assessment

Ibim Diri was appointed Transition's Team Lead in February 2021. AFBE-UK Transition and Universities Teams had a joint meeting on 20th March, 2021; both teams merged to address transition events for 2021. It was agreed that organizations would be split into the industry, professional institutions, and universities) and a unique transition program will be tailored for each category. AFBE Transition team hosted a Transition event with wood Plc on 21st May 2021. On 23rd September 2021 another transition event

was hosted in partnership with Leonardo. The crowning transition event was held on 11th November 2021 with Spirit Energy, a partner company.

The Transition team gave “Focused group Presentations” at Leonardo and ORE catapult in April and June 2021, respectively. To improve team strength, the Transition team recruited three members to join the Transition team.

AFBE partner company, EnQuest, in collaboration with the Transition team, provided four summer internship slots to AFBE members. The interns completed their summer internships at EnQuest in the different departments and duration as follows: (Business services -12 weeks, offshore

upstream department-12 weeks, Decommissioning department- 4 weeks and communications department- 6 weeks).

We would like to thank everyone that has volunteered in any capacity for our events. We could not have been able to do this without you.

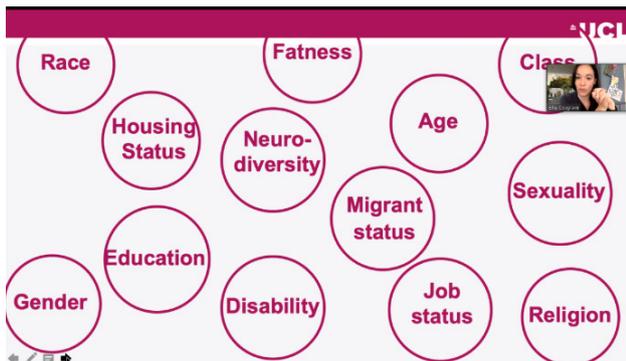


Talking about Projects in challenging times

Real Projects is a lunch and learn style event conceived by AFBE-UK Scotland to foster knowledge exchange, encourage networking and collaboration between our student members and engineering professionals.

Real Projects in England

The England team held three Real Projects events this year. Our first Real Projects event was titled “Can Smart Cities be Inclusive Cities Too?” and our speaker – Ellie Cosgrave spoke on how we can marry the concept of smart and inclusive cities.



The ‘Project Manager’

Four Must Have traits for PM's

- Understand Business Strategy
- Problem Solving (success trait)
- Improve Team Performance (lean teams)
- Show their worth always (added benefits)

“Best in class” project managers lead companies to exceptional performance, they benchmark their processes through various means.” Tim Kelle (2020) Director Talent Acquisition Worldwide



The second event titled “Achieving Net Zero & How to Play your Part” by Blessing Danha was a great session that highlighted the individual and Corporate roles we can play in meeting the Net Zero target. Our last Real Projects event, delivered by Ayodeji Adepoju, was on “Project Management and Understanding Team Dynamics”. Ayodeji taught us about the different leadership styles and the best way to improve team efficiency.



2021 Real Projects Programme In Scotland

Despite the pandemic, 2021 started off with great optimism, thanks to the launch of mass vaccination in the UK, and lots of interesting monthly online talks mapped out for Real Projects.

The first quarter kicked off with two great events. The first being an open panel discussion on Coping with Redundancies and the second being Talk about Mental Health and Safety. The former gave useful tips on how to navigate through a period of redundancy and re-strategize with panelists Sam Soyombo, Careers Adviser at Skills Development Scotland, Stacy Kincaid, Resourcing Manager at Spirit Energy, Patience Anti, a social worker, and Eleanor Tweddell, Founder of Another Door. The latter was delivered by Nigel Bower who explained how work-related mental issues are not considered as significant as health and safety issues and the way forward. In February, talk on The Challenge of Change: Embracing change drives decommissioning opportunities was delivered by Elizabeth McAlphine-a member of Real Projects- where she presented a holistic overview of decommissioning in the UK North Sea using case studies. The quarter ended with a talk by Lorna Bennet, Project Engineer with one of AFBE's organizational member- Offshore Renewable Energy (ORE) Catapult- on Innovations in Offshore Winds.

For the second quarter, Amitoj Singh, another member of Real Projects, gave a virtual tour of the 1180MW thermal Powerhead Power station -Scotland's Largest Flexible Thermal Power Plant- and delivered a talk on Managing the Asset Performance and Infrastructure. May was a Mathematical month as we had Dr Nira Chamberlain take us through "The maths that can stop an AI Apocalypse". During the session, he showed a very captivating audience how mathematical model can be used to investigate how to minimize the probability of an artificial intelligence takeover. The first half of the year ended with session by Carl Fisher

on Hydrogen Production from Seawater using patented technology sHYp B.V. which he co-founded. The various applications of this cutting-edge technology were explained in detail.

In Partnership with Serica Energy, an organisational member of AFBE-UK, session on Live walk through of the Digital Twin (Bruce Platform) using state of the art technology "Laser Scanning" in a google map style way started the third quarter. Bruce Taylor while conducting the virtual visit emphasized the benefits of the technology in enhancing onshore planning capability and reducing unnecessary site visits. August saw a session on Mastering Your Personal branding by Stacy Edghill, a social media expert with focus on LinkedIn. Attendees learnt tips on posting effectively and profile optimization. Exactly a month to COP26, we had an Energy Transition Series "Aberdeen 2.0" to discuss what Aberdeen will look like in 2030. The panel discussion sought to answer questions of Aberdeen's role in helping Scotland meet the 2045 target of net zero emissions amongst others with panelists Lord Provost of Aberdeen Councilor Barney Crockett, Paul de Leeuw, Director of Robert Gordon Energy Transition Institute and Chet Biliyok, Technical Lead supporting Petrofac's new energy projects.

The month of October witnessed two talks, the first being Quality Engineering for Beginners delivered by Jude Ayeni, Lead Quality Management Specialist at Baker Hughes and the second being a short course on Technical Safety Fundamentals by Tayo Olusanya. The former emphasized the benefits of Quality Engineering to individual and Organization and the latter taught the audience risk reduction

approaches including ALARP. In November, the session on Discovering the Underlying Problems of Engineering Portfolio Projects by Jimi Okubanjo exposed learners to differences between projects, portfolios and Complex Mega portfolios. In partnership with SSE Renewables, the year ended with session on Engineering Development for low carbon Flexible Generation. This was led by Jane McArdle who is the Head of Project Engineering. The audience learnt

about Front End Engineering Design Process as well as New Low Carbon Technologies Assessment.

As we continue to navigate our way out of the pandemic, we hope to start quarterly physical events in 2022.

Article by Toyin Fatokun, Ibim Diri and Chihurumanya Felly-Njoku



Toyin Fatokun is an environmental and sustainability professional with a master's degree with Distinction in Energy and Environmental Technology and Economics from City University London. Toyin currently works as a Sustainability Officer with Aberdeen City Council

where provides advise on environmental and sustainability issues and helps the organisation translate their sustainability goals into actionable and measurable programmes to enable it transition to a low carbon economy. Toyin is passionate about the environment with a focus on how we can drive sustainability through behavioural change. In her spare time, Toyin is involved in coaching in the workplace and volunteers as a Mental Health First aider.

events held in Aberdeen and is excited to continue organising university events for the wider AFBE-UK network. She aligns with and supports AFBE's commitment to promoting diversity in the Engineering and Technology sector (with a focus on increasing the number of involvement of BME women). In her spare time, Chi enjoys reading and playing football for the Arup Cardiff Ladies Football Club.



Ibim is a highly skilled Geoscientist with over five years' experience in Exploration and Reservoir Geophysics. In his most recent role, Ibim worked in a team of geoscientists responsible for exploration activities in Total's deep water and onshore asset within the African region.



Chi Felly-Njoku graduated with a First Class Bachelors degree in Electrical and Electronics Engineering and obtained a Masters in Subsea Engineering from the University of Aberdeen. She currently works for Arup as an Electrical Engineer.

She is a Member of the Institute of Engineering and Technology and joined AFBE in 2015 as a student. She was actively involved in organising Transition

Ibim holds an MSc in Petroleum Geoscience Geophysics Major from IFP School in Paris. He is a strong advocate for team culture, vertical and horizontal communication as well as collaboration across functions.

Ibim is a trusted Geoscientist with strong leadership and strong passion to give back to the community, a lover of sports and an advocate for diversity and inclusion especially in the workplace"



Industry

Industry Team at AFBE Scotland gala 1



Eat the Frog, CRED and Wargaming

ARUP

The industry events year started with a Chess Club webinar in March titled "Eat the frog". Samuel Elegbede was joined by Emeka Okorochoa, a Technical Director at WSP Ltd UK. Emeka discussed and shared hints and tips on furthering your career and not procrastinating. He also highlighted the dangers and the danger signs that your career may not be on the right trajectory.

Ignorance and Innocence are often confused with each other, but where do we cross the line? In May, AFBE-UK board members George Brown and Jonathan Fashanu, led a round table discussion titled "The difference between innocence and Ignorance". The interactive session covered questions about "Whether an offence to someone is valid, regardless of whether it was intentional or unintentional", "The burgeoning issues surrounding levelling the playing field and meritocracy, "Assessing the systems put in the workplace to combat microaggressions". The round table event was attended by professionals from different industries, engaging in different debates on how upbringing and other external factors impacts the way we see life.

At the end of March the **Commission on Race and Ethnic Disparities (CRED)**, with support from the Race Disparity Unit of the Cabinet released "**The report of the Commission on Race and Ethnic Disparities**" subsequent to the Black Lives Matter demonstrations all over the country during the previous year; in order to investigate racial and ethnic disparities in the UK. With a plethora of individuals and organizations distancing themselves from the report and not wanting any "cred" for it, Jonathan Fashanu and George Brown moderated a roundtable discussion titled "Race report - Where do you stand?". This forum gave attendees the opportunity to share their opinion about the report and discuss strategies that could be put in place to improve diversity in a workplace

In August Samuel Elegbede hosted Sara Ulrich, a Business Wargaming & Negotiation lead at PA Consulting for another exciting chess club event titled "Introduction to Negotiation and Business Wargaming". The webinar provided the audience with the opportunity to understand the fundamentals of negotiation so that they can develop a confident approach when next they are in negotiation. With attendees from Africa, Asia, America and Europe, Sara engaged in Q&A with the audience, with interests directed towards the 7 elements of negotiation.

In October, Jonathan Fashanu and Samuel Elegbede hosted a table discussion in partnership with ARUP to celebrate Black history month. The forum was an avenue to challenge and discuss how senior leaders within ethnic minority communities can start to increase their own visibility and support others by challenging the status quo within their organisation. The event brought together AFBE board members and industry leaders from ARUP, Ankura, ICE, WSP, Jacobs and Geofirma Ltd. The exciting discussion investigated different strategies to encourage the vision of a diverse workforce.

Although Round table events are closed forums the outputs and summaries of discussions can support company D&I strategies. If this is of interest to your organisation, please email us at info@afbe.org.uk to request additional information

Article by Samuel Elegbede



Samuel is an energetic and enthusiastic multi award-winning engineer who has shown excitement and commitment to learning and has immersed himself in full-consultant responsibilities early in his career. He has been diligent in planning, designing and delivering technology services on a large and complex rail and highways projects.

Many young professionals struggle to progress in the industry, Samuel regular organises young professional forums to discuss industry matters. A lot of programmes that he has been involved with has inspired peers and helped students gain employment in engineering firms.

Samuel graduated from the University of Leeds with an MEng in Electronic and Electrical Engineering. He is a Chartered Engineer with the Institute of Engineering and Technology which he achieved at the age of 25



Mentoring

A key proponent of our mentoring programme was to define its structure, be more involved with our mentoring relationships and ensure they remain productive, and goal driven. We started at least 39 one to one mentoring relationships in 2021. We also looked into the possibility of adding reverse mentoring relationships and group mentoring sessions as part of our portfolio and services.

A key summary of our activities and collaborations for the year can be found below;

- UCL Changemakers mentoring programme: We partnered with the Chemical Engineering department at the University College London (UCL) as part of its ChangeMakers programme. The programme was poised to provide group mentorship/networking opportunity for 15 current students of Ethnic minority background. The students were selected from different study years and picked by the department. The overall aim was to connect them to a strong network such as AFBE-UK that can provide them with support in the following key areas;

Group Mentoring: The students were divided into 3 groups and spent one hour of mentoring and Q/A sessions with selected Industrial Professionals from AFBE-UK in a round robin.

Events: We also had two career events with some of our industrial partners in attendance.

- The InnovateHer Mentoring Programme: The programme was a detailed 6 months programme as part of our collaboration with WhenFemalesLead (WFL) in Zambia. 10 young women (21-30 yrs.) working in the STEM field in Zambia were matched with professional mentors in the UK. The goals of the mentoring relationship was to promote personal and professional development, improve personal marketability and branding, and also help participants in improving communication and leadership skills. Several testimonials on the continued impact and success of the mentoring programme has been received from the mentees. The mentoring team is in initial discussion with WFL with the view of a continuance to the programme.
- Other collaborations: We also supported the AFBE-UK Scotland team in providing mentors and organising mentoring relationships for some of our corporate sponsors and organisations like Leonardo and EnQuest.

We would like to use this medium to appreciate everyone involved in our mentoring relationships notably our

professional mentors, volunteers and corporate organisations like Wood plc and Spirit Energy who supported our programmes in 2021. We would also like to use this medium to appreciate Maryam Amussah who served as part of our team and also the co-lead for our mentoring programme; we wish her very well in all her future endeavours.

AFBE UK Scotland Mentoring team successfully mentored 13 mentees through a mentoring program that aims to support skills transfer, capture, and retention.

We collaborated with (WFL), a gender diversity organization in Zambia for early career females, to launch a mentoring programme called "Innovate Her" mentoring programme on the 6th of March 2021. Ten mentees from Zambia were matched to 10 AFBE mentors, and the programme was wrapped up successfully in October.

In May 2021 we updated the mentoring handbook to include the reverse mentoring guide. We also launched a forward mentoring pilot scheme in collaboration with Leonardo. Leonardo's nine delegates (6 mentors and three mentees) have been paired with the AFBE mentoring database.

In collaboration with EnQuest, we launched a Reverse mentoring programme that kicked off in August 2021. This reverse mentoring programme aims to change the narratives around the underrepresented in leadership within the minority background. The first mentoring relationship, has the Director of People, Culture and Diversity at EnQuest, paired with a mid-career structural Engineer at AFBE. Two other reverse mentoring relationships will kick off in January 2022.

One new team member was recruited to join the mentoring team in 2021. The mentoring team aims at recruiting two new members in 2022.



Ibim is a highly skilled Geoscientist with over five years' experience in Exploration and Reservoir Geophysics. In his most recent role, Ibim worked in a team of geoscientists responsible for exploration activities in Total's deep water and onshore asset within the African region.

Ibim holds an MSc in Petroleum Geoscience Geophysics Major from IFP School in Paris. He is a strong advocate for team culture, vertical and horizontal communication as well as collaboration across functions.

Ibim is a trusted Geoscientist with strong leadership and strong passion to give back to the community, a lover of sports and an advocate for diversity and inclusion especially in the workplace"



Femi is a Process Engineer with a background in clean energy. He currently work as a Higher Research Scientist at the National Physical Laboratory focusing on solving measurement challenges relating to clean energy gases, such as biomethane and hydrogen for transport.

Femi has a Masters degree in process systems engineering from the University of Surrey and a doctorate in Chemical, Environmental and Materials engineering from the University of Leeds with his core research on a sustainable and optimised means of producing hydrogen using process intensification measures.

AFBE is a platform to support, motivate and inspire engineers of diverse backgrounds and he is keen to support that vision whilst also developing as a process engineer.



Leadership

The year 2021 has been a year of recovery and adaptation. One that has been filled with exciting turn of events, one of which is the glaring need for equality in the society, equality for all. This means that with the awareness and action being taken by government and organisations we should start seeing more people of colour (specifically Black people) at the top of the food chain, taking on more executive roles. The leadership programme is structured to support people of colour as they advance their careers from senior/mid-level management roles to senior executive roles in the industry.

2021 has been a phenomenal year as we hosted 11 special guest speakers looking at a wide range of topics all bordering around leadership. The leadership team grew from 7 to 14 individuals who are all volunteers to help actualise the vision of the leadership programme.

All sessions have been held online – zoom, between 5.00pm – 6.00pm in the evening. Each session has seen attendance from 35 to 120 attendees online.

3rd Feb 2021	The AFBE UK Story – Leading in the face of Adversities with Dr Nike Folayan and Dr Ollie Folayan
3rd March 2021	R2 in Leadership – Resilience and Resourcefulness in life with Mark Esho
7th April 2021	Ethnic Diversity at the Top – Fantasy or Reality with Mavis Anagboso
5th May 2021	Stepping Outside Your Comfort Zone with Sope Agbelusi
4th August 2021	Rise Above Yourself with Wing Commander Manjeet Ghataora and Flt Lt Margaret Welton of the RAF
9th September 2021	A Career journey with Emeka Emembolu Snr VP BP
6th October 2021	Authentic Leadership in a time of social change with Vanessa Abraham – John Director Linde Group
3rd November 2021	A Leadership Journey Against the Odds with Tunji Akintokun MBE, Director LinkedIn
1st December 2021	Smashing the Glass Ceiling and Concrete Wall in 2022 with Carmen Morris MD Kenroi Consulting – Former Forbes Contributor

TransCend

An AFBE LEADERSHIP TRAINING PROGRAMME

This year the AFBE Leadership team created a TRANSCEND, a leadership training programme that is aimed at inspiring effective leadership amongst people of colour.

The programme has been created around the topics outlined below:

- Communication skills
- Negotiation skills
- Unconscious bias
- Calling out
- Buddying up
- Mentorship
- Role models
- Coaching
- Limiting Behaviours

We aim to launch TRANSCEND in April 2022 along side the AFBELive Conference 2022.

One of our challenges in providing the leadership talk series is finding individuals of ethnic minority origin who have been able to break through the glass ceiling in their careers (or at least are on that trajectory), willing to give back and participate in the leadership session. Another challenge around publicising these excellent sessions

Personally I was delighted to be able to present the programme to the Mercedes AMG F1 Diversity and Inclusion team and AFBE-UKs advisory board on the activities of the leadership team this year.

Article by Dr Roy Bitrus



Roy is a Royal Society of Edinburgh RSE – Unlocking Ambition Enterprise Fellow with technical, entrepreneur and intrapreneur skills working as a director of sales at TenzorGEO Ltd to provide micro seismic data acquisition and interpretation services to the oil and gas companies in the North Sea aimed at maximising economic recovery in the UKCS.

He is a Geologist with degrees in geology and mining, a master's in environmental management and a doctorate in geology focused on reservoir characterisation for CO2 storage.

Roy has a passion for giving to others and is a committed member of the AFBE Scotland UK, where he volunteers his time and energy to help develop others contributing to leadership and STEM activities in Aberdeen. Roy is happily married, and his hobbies include cooking, hunting, hiking and swimming.

Growing the one percent: What the Hamilton Commission report findings mean for the motorsports industry



The motorsport industry employs over 40,000 people yet only one percent of its employees are black.

As the only black driver in the history of Formula 1, seven-time world champion Sir Lewis Hamilton was always aware of the lack of diversity in motorsport, not just on the track, but in the pits, workshops, design offices and R&D laboratories. The fact that Mercedes F1 fluid engineer, Stephanie Travers in 2020 was the first black woman to ever be on a F1 podium illustrates this underrepresentation. Most shocking is the fact that despite the fact the motorsport industry employs more than 40,000 people, only one percent of its employees are black.

Having reached the pinnacle of his sport, Hamilton set

his sights on understanding specific barriers to the recruitment into, and progression within of black people in UK motorsport. He reached out to the Royal Academy of Engineering and in June 2020 The Hamilton Commission was launched.

The report research, led by the Royal Academy of Engineering, covered initial data analysis, stakeholder mapping, a literature review in sport, education and employment, as well as in-depth surveying and analysis with youth focus groups and key stakeholders. As a result of this detailed research, an evidence-based report was crafted which includes chapters exploring Formula 1 and the UK motorsport sector, young Black people's interest in engineering and motorsport, and the attainment and progression of young Black students in STEM subjects at school, in post-16 education and in higher education leading to motorsport jobs. The Commission, which was co-Chaired by Lewis and Royal Academy of Engineering CEO, Dr Hayaatun Sillem CBE engaged a 14-strong Board of Commissioners from relevant fields including motorsport, politics, education and engineering, who have each helped to inform and shape the report and its findings.

For me, being on the Commission was an important step in AFBE-UK's drive over the last 14 years to change the status quo. The enthusiasm and real passion demonstrated by all the Commissioners was palpable. The real challenge, as with other research endeavours on ethnic diversity, was the availability of data/demographics and using the data to determine the key drivers to enable change.

Taking at higher education and engineering for example, 14 percent of the UK's population are from ethnic minority communities, three percent come from black communities. Over 30 percent of entrants into universities were from minority ethnic backgrounds, (higher than the overall student

population (26 percent). Just under a quarter of these minority ethnic students are black. Six months after graduating, black engineering graduates are significantly less likely to have progressed into engineering roles (35 percent) than their white engineering graduate counterparts (57 percent). Black engineering graduates are twice as likely to be unemployed than their white counterparts and have the lowest proportion in full time work, compared with all ethnic groups, at 45 percent. These differentials between ethnic groups persist even when considering the type of university the student graduated from and the class of degree they achieved. For those that do gain employment, black engineering graduates in full-time employment earn on average around £650 a year less than white engineering graduates (for minority ethnic engineering graduates the gap is much smaller at £97).

It is no surprise then, that only nine percent of the engineering workforce is from an ethnic minority background and a much lower percentage are black. In addition, statistically ethnic minority communities represent a large portion of communities considered to be socioeconomically disadvantaged. Where ethnic minority individuals are not impacted by socioeconomic challenges, they still face challenges including microaggressions and representation.

After 10 months, the Hamilton Commission published its report, *Accelerating Change: Improving Representation of Black People in UK Motorsport* and included ten recommendations:

- Asking that Formula 1 teams (and other Motorsports organisations) take the lead in implementing a Diversity and Inclusion Charter for motorsport to commit the sector to improve diversity and inclusion across all organisations.
- Calling for Formula 1 teams and other motorsport businesses to broaden access to motorsport by expanding the apprenticeships provision to include higher apprenticeships and degree apprenticeships as an alternate pathway into the sector, as well as availability to paid work placement and work experience schemes.
- Establishment of a new exclusions innovation fund, to develop programmes that address the factors that contribute to the high proportion of students from Black backgrounds being excluded from schools.
- Supporting the piloting of new approaches to increase the number of Black teachers in STEM subjects that lead to careers in engineering, namely mathematics, physics, design and technology, and computing.
- Supporting the creation of scholarship programmes to enable Black graduates from degrees in engineering and allied subjects to progress into specialist motorsport roles.
- Calling for additional STEM activity support to be provided to supplementary schools led by Black community groups across the UK.
- The report, including the final list of recommendations can be accessed at hamiltoncommission.org.

To help shape the recommendations selected, The Hamilton Commission identified three strands of action that need to be addressed in order to achieve industry wide change. These strands of action comprise:

- **Support and empowerment** – engendering a sense of agency among young black people and supporting progression to engineering careers.
- **Accountability and measurement** – accountability of those in authority, evidenced through consistent collection and sharing of data.
- **Inspiration and engagement** – enabling young black people to visualise what these careers involve and see themselves in these roles.

Since the release of the report, it is heartening to see the F1 community already responding with apprenticeship opportunities and sponsorships. In my role as Commissioner I presented to the 10 F1 Team principals the findings of the report and the reception from all was very encouraging on the need to create a more inclusive workforce within motorsports.

AFBE- UK is working with Mercedes-Benz Grand Prix on their Accelerate 25 programme, this effort is designed in a way to ensure meaningful impact on the communities most affected.



The AFBE-UK team launched the partnership at an event hosted by Ellie Watts Diversity and Inclusion Coordinator Mercedes-AMG Petronas Formula One Team at their office in Brackley. The team was led by AFBE-UK board members Mara Makoni, Ibim Diri and Nike Folayan were accompanied by 4 AFBE student members who were selected to attend.

Presentations were delivered by Ellie, Mara and Ibim to senior members of Mercedes-AMG Petronas Formula One Team.

The highlight of the visit was meeting Sir Lewis Hamilton who turned up to chat with the AFBE-UK team. Although this is just the start of the journey we are confident that the partnership will offer a lot more to many underserved communities.

To grow beyond the one percent the route to inclusion is nurturing the talent already within organisations. One of the recommendations of the commission is for F1 to develop a



diversity and inclusion charter. We are keen to engage with that community to support the development of the charter.

Although diversity and inclusion is still a somewhat uncomfortable subject it is great to see that the industry has begun to embrace the idea that we must look holistically, and not only in terms of gender diversity.

My hope is that the recommendations in the report will be spark the measurable change that will allow all to engage with diversity in a way that goes further than recruitment practices and translates into inclusion, nurturing and retaining talent.

Member's news

New Jobs and Promotions

- **Sam Elegbede**, Telecoms Engineer
Joined at WeWork in January 2022
- **Jordan McClarken**, Burrows Graham
Promoted to Senior Engineer in January 2022

Family

- **Emmanuel Oni** Emmanuel's wife Lisa, gave birth to their daughter Adesua

Professional Qualifications and Awards

- **Dr Ollie Folayan** won the IChemE award for Diversity and inclusion
- **Debbie Aikhamenze** 1st Class Chemical Engineering Heriot Watt University
- **Tekena Jim-George**, M.Sc. Subsea Engineering (Distinction, University of Aberdeen)
- **Jonathan Fashanu**: achieved CEng and CEPH(Certified Passive House Designer)
- **Toochi Onwuliri** obtained PhD University of Aberdeen in 2021
- **Simeon Agbaza** earned his MBA from Aberdeen Business School
- **Ibim Diri** received a University of Aberdeen Excellence Awards
- **Roy Bitrus** won rising star by StockExpo Tank Magazine

Member of the year award

And the AFBE-UK 2021 Member of the Year Award goes to...

Ibim Diri

Dr Ollie Folayan on the awardee:

In 2021 Ibim Diri added leadership of the Transition team to the role of mentoring lead which he already held.

Ibim demonstrated a high level of competence, commitment, and accountability, in both roles. Ibim has organised successful collaborations with our corporate partners including the successful transition event with Leonardo and an event with Wood plc. Ibim has overseen the rolling out of forward and reverse mentoring in collaboration with companies like EnQuest and Leonardo.

Ibim has also been a key player in AFBEUK's successful collaboration with the Zambia-based When Females Lead. Ibim is a great team player who has gone the extra mile to ensure that things were done correctly and on behalf of the AFBE team we would like to thank Ibim for his contribution to AFBE's success in 2021



Picture of Ibim Diri

Qualifications

BSc in Applied Geophysics from University of Port Harcourt, MSc in Integrated Petroleum Geoscience from University of Aberdeen.

Background and Career

I am a trained Geoscientist, Commercial & Contract Negotiator, and Stakeholder Manager with solid leadership potential and dedicated commitment to personal growth. I began my career as a geoscientist working for the Federal Ministry of Works, Nigeria, PGS Exploration, TotalEnergies just to name a few. I have worked in multidisciplinary teams on several projects both onshore and offshore. Since then, I have continued to develop my expertise through involvement both in the corporate and third sector. My roles and responsibilities in and outside of work have helped me develop negotiation, stakeholder management and corporate liaison skills. In addition, I am a strong advocate for team culture, vertical and horizontal communication as well as collaboration across functions. I have just transitioned into Commercial & Strategy and Stakeholder Management roles, where I apply my skills to address current and future industry needs.

Why did you join the AFBE-UK?

My strong and genuine passion to help recent graduates in developing their profession and helping them navigate their chosen career trajectory which resonates with some of AFBE-UK's mission was the first point of call that made me join AFBE-UK. It was interesting to me to realise that AFBE-UK's does go beyond the UK to programmes that support young engineers and Scientists in Europe and Africa.

What have you enjoyed most about being part of AFBE-UK?

The most interesting aspect about being part of AFBE-UK, is the sense of community and great support system AFBE-UK has. Since my first contact with them, I have met and built strategic and sustainable relationships that have helped me in many ways along my career journey and life in general.

What lessons have you learnt in your career?

There are several lessons i have picked up in my career journey, two that really stand out are as follows:

1. There will always be consequences for not doing things or delivering on a task the right time and this has a ripple effect on your general performance.
2. Technical skills can only take you to a certain point in your career journey, the soft skills and great relationship with people will take you beyond a certain point in your career and in life generally, great relationships with people has afforded me the most breakthroughs.

What do you like most about being a member of AFBE-UK?

I like the fact that I am part of a community that aims at changing the narrative about the world's outlook, a community that is passionate about raising emerging leaders and changing the statistics and narrative, a community whose goal is mainly impact.

What advice would you give to a young person starting out in the Industry?

My advice for any young person will be for them to always paint a picture of the future they want and pursue careers which align with their passion and interest.

AFBE-UK Scotland at 10 Picture Gallery

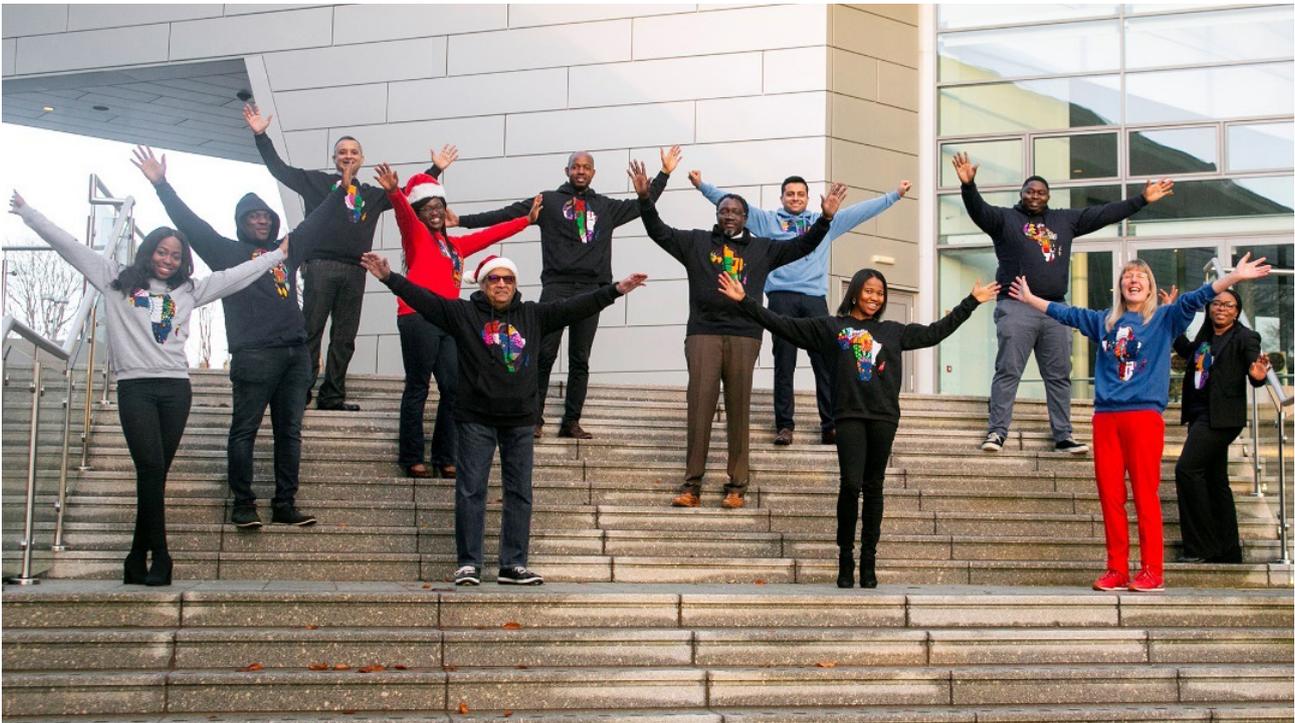






Getting Involved

We are often asked by individuals seeking to find out about AFBE “What’s in it for me?” Here are some answers on why you should get involved as well as some frequently asked question on AFBE:



- **Recognition:** As a member you will gain recognition among your peers, leading and influential industry leaders and others.
- **Mentoring:** You can be assigned to an industry mentor or to be a mentor to others.
- **Networking:** There are lot of networking opportunities because we have several annual events across the UK where we bring people from within our industry together.

- **Influencing Change:** AFBE-UK continues to gain recognition within the engineering industry, and we have a voice in influencing change in international development and issues relating to BME communities in the UK. Through our Making Engineering Hot Campaign and NextGen you can help inspire the next generation of engineers. This will give you greater influence within your community as you provide career options to young people.
- **Sharing your Experience:** You can share your experiences in an informal environment, give and receive advice from other members. We have many members with varied levels of experience from different areas and fields.
- **Connections:** There are many opportunities to meet high profile engineers and industry leaders through our bi-annual advisory board meeting and annual seminars.
- **Careers news/Information Portal:** We provide our members with any information we have about opportunities and vacancies within our industry. Visit our job board on our website. Employers also actively search our membership database.

Why do we need a group that represents BME interests in Engineering?

Over the last few years, research has consistently shown that the popularity of science, technology, engineering and mathematics subjects (STEM) have declined. Ethnic minority communities form around 6.7% of the total population of working age and it has been estimated to double within the next 50 years. Although 30% of graduates are from Black and Minority ethnic backgrounds only 8.3% of us work in engineering. AFBE works to plug the gap between BME engineering graduates and industry.

Is AFBE-UK exclusively for people of ethnic origin?

Certainly not. AFBE is not exclusive to people from any ethnic origin, however our activities focus on people that have and share an interest and the experience of people of BME origin in our communities. Our mission is to display the vast array of engineering and technical talent available in the BME community in the UK. Our Vision is to function as a representative body on issues and developments that affect the careers of BME Engineers and BME Communities in the UK and abroad. Our organisational members come from a wide variety of industries too.

Do I have to work as an engineer to be part of the AFBE-UK?

Not Necessarily. Our members come from a wide spectrum of scientific and technology related backgrounds. Other members studied for degrees in engineering and moved into other fields while others work within the engineering industry but are not necessarily engineers by training. Others have a keen interest in inspiring

the next generation in STEM although they do not have a STEM background. The important thing is that they have a strong STEM (i.e. Science Technology Engineering and Mathematics) they have a strong passion for STEM.

How is AFBE-UK different from other professional engineering institutions?

We have links with organisation such as Institution of Engineering and Technology (IET), The Institution of Mechanical Engineering (IMechE), Institution of Chemical Engineers, (ICChemE), Engineering UK, The institution of Civil Engineering (ICE), the Energy Institute and the Association for Consultancy and Engineering (ACE) amongst others. We encourage our members to work towards chartership through involvement with these recognised bodies. We therefore exist to complement these organisations.

How does AFBE-UK fund its activities?

The events are fully self-sponsored by the generous donation from our student, industry and organisational members. Most of our members donate time and money to support this cause

How can I support AFBE-UK?

You can support us through membership and donations. We also welcome contributions through provision of venues for our events. Get in touch with us at info@afbe.uk to find out more. Annual Subscription fees are £30 for full time professionals and £10 for students. Organisational membership of AFBE-UK is also open to all organisations. We also have a job advertisement portal.

Wherever you are, whatever industry, and whatever stage you are in your career. AFBE-UK can help you and you can help AFBE-UK.

We would like to thank our 2021 key sponsors!





AFBE-UK
Inspiring People Of BME Origin In Engineering

www.afbe.org.uk

MAKING ENGINEERING HOT | NEXTGEN | TRANSITION | REAL PROJECTS | MENTORING | NETWORKING | LEADERSHIP