



afbe | Association for
Black & Minority
Ethnic Engineers

2023 Annual Report
& Newsletter
March 2024

Celebrating 17 Years of Excellence



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Welcome to our 2023 Annual report



We are pleased to bring you the 2023 report. In 2023 our team built on the progress we have made in recent years. This progress has been of organisational and individual successes like 2023's year's Young Woman Engineer of the Year Awards which saw two of our executive board members Titi Oliyide and Zainab Adigun take home the two top prizes or the success of our awards in November which brought together more than 500 people from all over the UK to Aberdeen.

What made the night most remarkable was the level of agreement in the room. Agreement with the idea that our

companies must better reflect our communities; agreement that a diverse workforce is important if we are to achieve net zero; agreement that diversity is a performance enhancer and agreement about the need for and urgency of Metamorphosis to deliver on that promise. This was a real success but that was not all.

Away from shining lights of the Pandjlive auditorium and the beautiful sounds of choirs and beatboxers, we saw this Metamorphosis in the sharpened aspirations of young people who took part in our STEM initiatives, in our transition careers events that gave hope to many students, in our technical real projects events and in the AFBE Transcend events preparing tomorrow's leaders and changemakers.

Our objectives of STEM attraction, talent retention and career progression continued to be fulfilled due in no small part to our corporate partners, the number of which has grown to nearly 80!

2024 will see the return of the AFBELive conference and many other initiatives and we will need your support to make it a success.

As I look forward to what 2024 brings, I am mindful that in order to deliver at the level rightly expected by our partners, members and by the communities we run our programmes in, we must evolve. This means understanding where our work has the greatest value to streamlining our efforts, it also means growing our workforce so that our amazing volunteer base is well supported.

We invite you to continue to be part of the journey. Thank you for your support.

Dr Ollie Folayan MBE CEng FIChemE
Co-Founder AFBE-UK



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

Titi Oliyide and Zainab Adigun win the IET's Young Woman Engineer of the Year (YWE) Award 2023

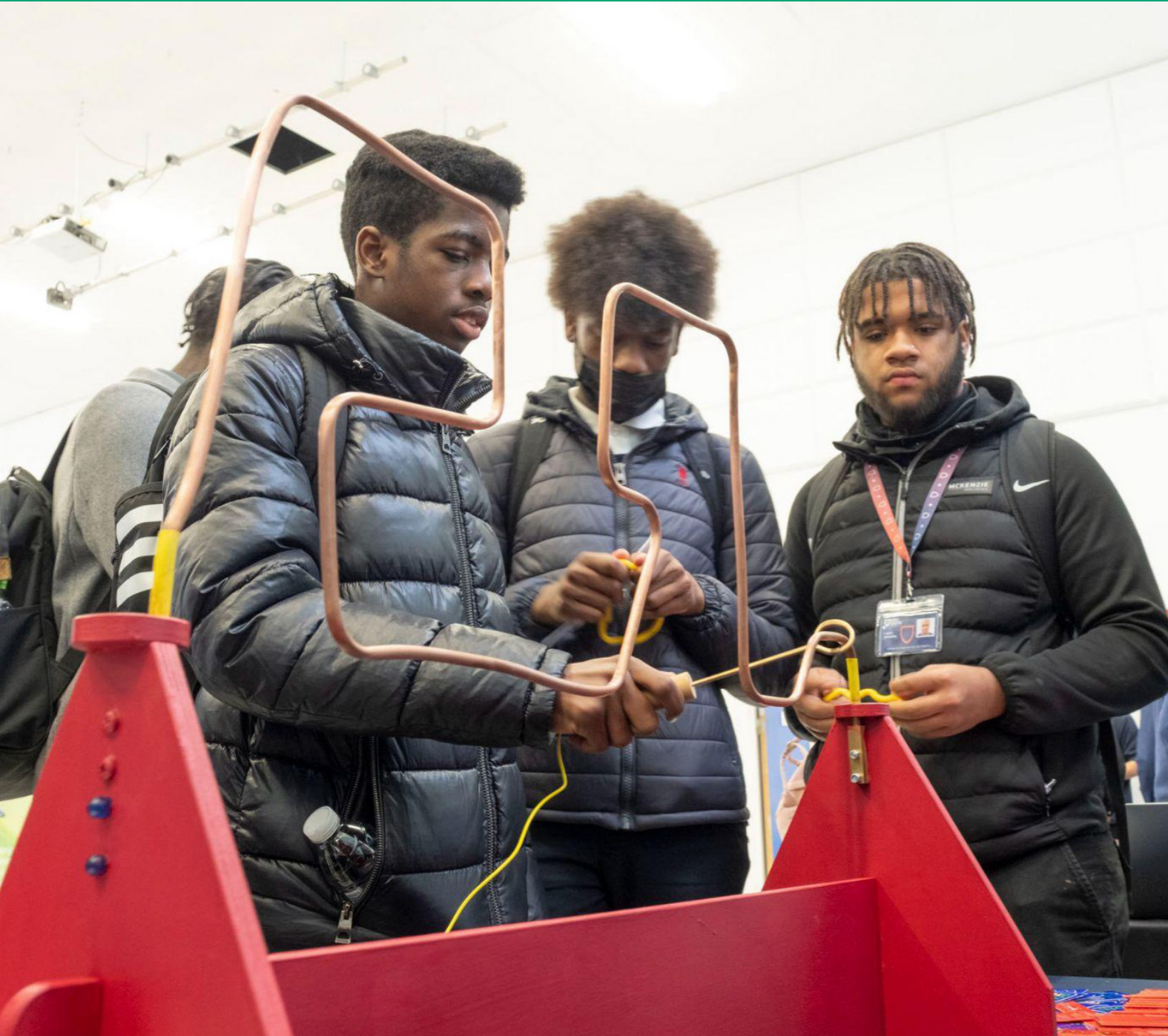
We are delighted to announce that two AFBE-UK executive board members, Titi Oliyide and Zainab Adigun were awarded the Young Woman Engineer of the Year award by the Institution of Engineering Technology (IET). Reserved for inspirational young women engineers who are also role models, the prestigious YWE award honour the very best early-career women engineers working in the UK today.

Titi Oliyide and Zainab Adigun are both dynamic and multifaceted women and engineers. Titi serves in the AFBE corporate partnership team, managing two organisational partner accounts and facilitating their Diversity and Inclusion improvement programmes. Zainab leads AFBE's Making Engineering Hot subgroup. In the corporate world, Titi is a senior process safety engineer at Supercritical Solutions providing technical process safety expertise for innovative hydrogen production technology to facilitate the energy transition, whilst contributing to the energy security strategy and the UK's net zero plan for 2030.

Speaking about being awarded the YWE of the year award, Titi Oliyide said: "I am deeply grateful to the IET for this prestigious award. I am proud to be an ambassador to help change the perceptions of what an engineer should look like and encourage more women into STEM. I am thankful for my family, friends, colleagues and mentors for the support, guidance and encouragement they constantly provide to me. As a young woman in engineering, I am committed to making impact through the profession and championing diversity and inclusion."

Our making engineering hot (MEH) champion, Zainab Adigun leads AFBE-UK's MEH subgroup. A subgroup dedicated to bringing engineering careers to life for school children from the ages of 6 to 18 years old. As a senior structural engineer at Pell Frischmann, Zainab Adigun manages an engineering team that design, analyse and delivers structural engineering solutions for clients. Speaking about the YWE award, Zainab said: "I am so grateful to have been awarded the Women's Engineering Society prize for this year's Institution of Engineering and Technology (IET) Young Woman Engineer of the year. The night was filled with so much genuine love, inspiration and fun, what a great way to end the year!"

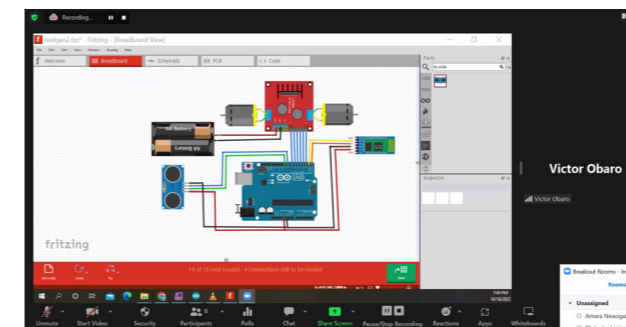




NextGen

NextGen is aimed at inspiring the next generation STEM and engineering professions into these fields of excellence. We showcase to the young people in practical terms the relevant pathways they could follow from primary school to their internships/first jobs, and continuous development pathways through mentorship as they transition into the University. Every journey that ends successfully starts with steps; it may be baby steps or giant strides. This year has been a year of great experiences.

NEXTGEN CODING CLUB



NextGen Coding Showcase 2.0

The NextGen activities for the year 2023 commenced with the NextGen Coding Showcase 2.0 on the 24th of Jan 2023. We invited the coders, parents, sponsors and public to the 2nd edition of this annual event which marks the end of the NextGen Coding Club calendar. Some of the young people in the NextGen programme showcased their coding skills in Games and animation, website coding and robotics. The Robotics team had a group project which was carried out completely by each individual. The winners in the Robotics category were Dituo, Chinewdum, Ifeoma. For the Website and Scratch coding, the winner was Fechi, second place went to Foyin, and there was a joint 3rd place which was awarded to Tochi and Ed.

First LEGO League Tournament – SUPER POWERED to MASTERPIECES

NextGen Coding Club was represented by its LEGO tournament team The LEGENDS at the Grampian Regional tournament on Thursday, 16th of February, 2023. The team won the Best Robot design for the second time in a row. The young coders had a fantastic innovation project on creating super-power (super energy) from a combination of hydrogen, wind and solar energy to power a medical robot for medical use in remote, war-torn and disaster afflicted locations/places. The young coders also had a great Robot Game. The young coders were able to achieve this after about 4 months of practice physically on Saturdays and online on selected days.

On the 18th of Nov 2023, we commenced preparation for the next tournament themed MASTERPIECES. This challenge explores the way robots and coders support the work of artists in performing their tasks in Museums, Art exhibition, Concerts, etc. The tournament is scheduled for the first quarter of 2024.

NextGen Coding Club – Coding Skills development Cohort 3

On the 19th of April 2023, the NextGen Team launched cohort 3 of the NextGen Coding Club. We had about 80 applicants. This year young coders have focused on Robotics using C++ and Arduino platform, and python coding. The coding facilitators have been so amazing and dedicated 3 years strong!!! The 3rd cohort will end in Feb 2024. So far, we have had over 35 coding club sessions. We are currently seeking volunteers and staff with coding skills who would be able to run the 4th cohort.

SCHOOL STEM OUTREACH

St Joseph's RC Primary School, Aberdeen

On the 31st of March 2023, the NextGen team had a school visit at St Joseph's primary school. There were about 100 young budding STEM professionals and leaders from Primary 2 and 3 in attendance. We had a great coverage on STV Group plc news. The NextGen team had an amazing time inspiring some of our future leaders in STEM. The team saw this as an opportunity to effectively and efficiently pass on the STEM baton to young people and help fill the STEM skills gap; even starting from the early educational stages. We had a mini exhibition of a good number of engineering and STEM models. Dr Urenna Adegbotolu gave a presentation about sustainability focusing on sustainable energy UNSDGs Goal 7 - Affordable and clean energy). Dr Roy Bitrus gave a presentation on the 5 steps to heaven: how oil is formed and Araz R. Khojasteh gave a presentation on a day in the life of an engineer. We had support from Well solution, an Energy company in Aberdeen. The pupils were so excited and engaged, and the teachers were so pleased.

Fraserburgh South Park School

We had a NextGen STEM outreach at Fraserburgh South Park School on Wed, 3rd of May 2023. It is often very convenient to have STEM outreaches provided to students in the city and less STEM professionals making themselves available to go to the schools in the county(s) or rural location(s). Thus, most of the school pupils/students in the countryside/shire do not have this opportunity of a STEM visit or career fair. This leaves the shire or county school children handicapped of career ideas and options they can potentially explore. Thanks to AFBE and NextGen teams, Dennis Pinto Thomas Johnstone (AFBE Ignite STEM Motorsports project) and our sponsors Harbour Energy Aberdeen and their staff for supporting the Fraserburgh NextGen STEM outreach. It was an amazing time with the young people. It was a great blessing to inspire the children to dream big about being great professionals.

Embedd Project

The NextGen team was part of a STEM outreach for schools in Dundee which took place at the VandA museum in Dundee. The STEM outreach was organised by the Embedded project which was a collaborative project between University of Dundee, AFBE Scotland and the Royal Academy of Engineering.

Joint School STEM Outreach for secondary schools

On the 6th of December 2023, AFBE NextGen worked collaboratively with TECHFEST during the 2023 STEM in The Pipeline event hosted by BP Aberdeen. Dr Urenna Adegbotolu gave presentations on Sustainability and Energy Transition to 3 different student groups from across 11 secondary schools in North East Scotland. The aim of the STEM presentations was to raise awareness about the importance of Sustainability and how it supports the Energy transition from fossil fuel to renewable energy. These presentations were especially important because this next generation of STEM professionals will experience a significant change in behaviour, lifestyle, jobs, decisions as a result of Sustainability and Energy Transition by the time they graduate and start working as professions and decision makers.

Woodfarm High School, Glasgow

AFBE NextGen commenced supporting Woodfarm High School in raising awareness of Engineering and STEM careers. On the 14th of December 2023, Hayyan Bashir presented at the school's Career Fair.

F24 Eco-Car project

AFBE NextGen partnering School, Lochside Academy, Aberdeen commenced the F24 Eco-car project in November 2023. This Royal Navy project will see school children built an Eco race car from an F24 eco-car kit. The students will be supported by their school teachers and AFBE-UK engineering professionals.

IGNITE Project

The AFBE-UK Mission 44- Ignite project commenced in Scotland on the 2nd of May 2023. The aim of the project is to reach out to young people in the deprived area of Edinburgh and inspire them to dream, think and act forward about Engineering and Motorsport, and the potential benefits of this programme and their future careers. This project is supported by Heriot Watt University, an AFBE corporate partner. 30 students of 11-14 years in Secondary 1 and 2 (S1 and S2) at Wester Hailes High School were selected by their school teachers for this project. The first session of 10 life charging STEM sessions started on Tuesday 31st October, 2023. These STEM sessions cover inspirational talks by Lewis Hamilton, Mercedes staff and other Motorsports professionals, project management, RC car building, lab-based fuel / fuel data analysis, CV writing, mock interviews, networking, mentoring, health and nutrition sessions and more. The students are transported from their school to Heriot Watt University where nine sessions will be taking place. The remaining sessions will continue from January 2024.

NEXTGEN ONLINE STEM EVENTS

We had 6 online STEM talks in 2023. On the 18th of Feb 2023, Kate Moore, an Engineer at Leonardo spoke at our first NextGen STEM talk of the year 2023 on Career in Engineering. She shared her exciting, adventurous and inventions-full career in Engineering with the young people of ages 8-16 years from different parts of the world.

On the 15th of April 2023, we had an AFBE NextGen Online STEM Event titled "Sarah's Career in Aerospace" where Sarah Azamtu, an Aerospace Engineer at Reaction Engines shared her aerospace journey with young people and explained the subject choices and routes to a career in Aerospace.

On the 27th of May 2023, Euton Gordon, a Fellow on Chemical Engineering at IchemE gave an amazing presentation titled "What is Chemical Engineering?" His talk covered what chemical engineering is, his career journey, process safety and consequences of safety failures.

On the 24th of June 2023, we had Dr Izzy Inerhunwa give a STEM presentation titled "Spark your Future: Exploring the exciting world of Fire safety." His talk covered what is fire, how it starts, effects of fire, fire safety at home, what you can do to help and how to become a Fire Engineer.

On 31st of Oct 2023, Hayyaan Bashir, a recent 1st class graduate of University Dundee gave a talk on Breast Cancer Detection using a Microneedle Thermocouple. This presentation was about his First degree Biomedical Engineering thesis. The young people got to learn about how computers, coding, software simulation and hardware could work together to help in disease identification.

On the 9th of Dec 2023, Mohammad Taher of Heathrow Airport, AFBE young Engineer of the year 2023, and YouTuber gave a talk on Designing Your Dream Career. During the talk, Mohammad motivated the young people to aspire for greatness even from a young age, ask lots of questions and try different STEM activities while at home and in school. He passionately shared about how he chose Aerospace Engineering and how young people can start designing their Dream STEM Career.

Mentorship

We had an engineering mentorship session with Mimi Nwosu, an Engineer at Heathrow Airport. The aim was to support aspiring engineers' especially civil engineers, on their pathway to securing their chosen course in University. Other mentorship activities are underway.

Work placement

We had the AFBE Scotland Balfour Beatty virtual work placement for young people between the ages of 14 -18 years. This ran from September - November 2023. We had about 20 young people from schools in Scotland complete the work placement. Thank you to Balfour Beatty, and John Cairns, Balfour Beatty Social Impact Manager for the fantastic work experience opportunity that was given to the young people.

GRANTS

We secured 2 grants this year from Digital extra fund of about £5,000 and Ansys of \$10000.

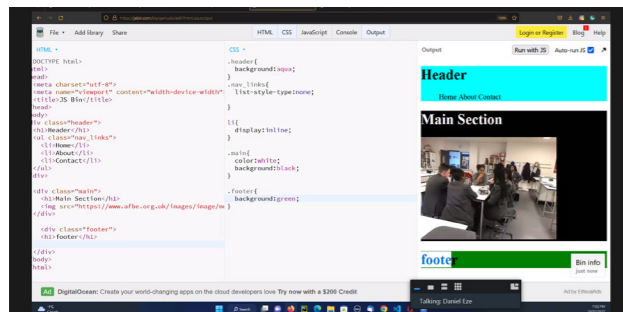
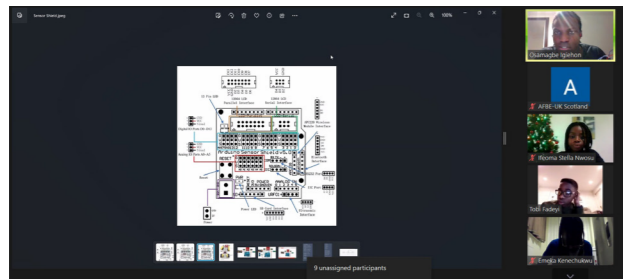
OTHER ENGAGEMENTS

Tomorrow's engineer speaking engagement

On the 13th of March 2023, Urenna Adegbotolu of NextGen and Zainab Adigun of Making Engineering Hot spoke and facilitated at the Tomorrow's Engineer Live event which took place in the IMechE building in London.

STEM Champion Award

On the 23rd of November, 2023, Dr Urenna Adegbotolu the AFBE-UK NextGen Programme Lead was awarded STEM Champion of the year from a list of exceptional STEM leaders and advocates.



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

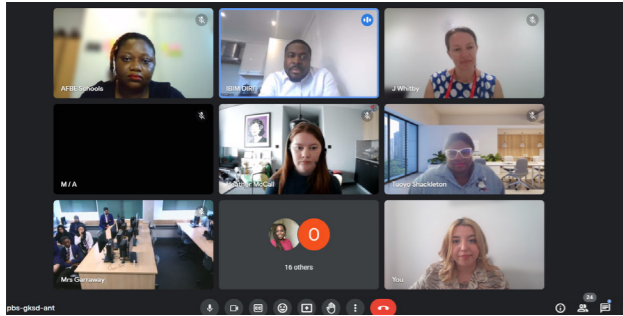
around them whilst creating a sustainable environment and future for themselves.

Making Engineering Hot (MEH)



UCAS with KCL

This quarter kicked off with a UCAS event with KCL which to get students prepared for the university application process which included writing personal statements for UCAS application. We had amazing volunteers from MEH and KCL to guide students to help structure their personal statement correctly as well as giving them hot tips on the do's and don'ts when writing a personal statement. The students from Southbank UTC Brixton found the event very useful. The seamless execution of this event underscored our commitment to helping students achieve their academic aspirations.



International Women in Engineering Day

The event's inclusivity, insightful discussions, and interactive activities fostered a sense of empowerment and enthusiasm among participants. We had a male panellist share his experience about working with women and how women have helped. The students who won the quiz were awarded laptops from WSP, 3 laptops were won by students from King Solomon's college and St Joseph's college.



Motorsports racial diversity pilot event

We also partnered with motorsports where 30 students took part in workshops and activities including go-karting and a game where they had to spot different engineering careers based on the role name and map it to the description. The purpose of the event was to debunk the myths behind motorsport and showcase that the motorsport industry is for everybody and anybody.

Mission 44

In partnership with Mission 44, 10 of our students were selected to attend the British Grand Prix Silverstone to experience a STEM Inspiration Day which was a day in the life of a race driver where some lucky students had the opportunity to meet Sir Lewis Hamilton. The day included a series of activities and opportunities for the students, teachers and mentors to tour Silverstone attractions, meet with inspiring role models, and see and participate first hand in STEM activities.

Reflect

The REflect event on August 1st united inspirational role models and young attendees, featuring main stage speakers sharing their journeys into engineering and technology, engaging Q&A sessions, interactive tech exhibits, career stands, resources guiding attendees into STEM fields, networking opportunities, and interactive activities, all facilitated by the in-person nature of the event in London, creating meaningful connections and valuable learning experiences.



MEH Careers Fair

"Our Making Engineering Hot" Annual Careers Fair this year was an absolute hit. We welcomed over 160 students from all across London, who listened to our fantastic keynote speaker and panellists, took part in our shoe design competition, and interacted with different companies that really put engineering and science into perspective with their stalls.

The general feedback of the event is that it was insightful, inspirational and fun. Thank you to our gold sponsor @mercedeshpp and all companies that took part. A special thank you in particular to South Bank University Sixth for letting us use their space.' Also a big thank you Safia for help with organising and making the event come to life. A Huge thank you again to the MEH Team, Kenya and Fae.



Zainab Adigun is a structural engineer at Pell Frischmann and has been in the industry for 8 years. Zainab enjoys connecting young people to engineering through the use of various activities and 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.

Zainab was listed as one of 100 Finalists for the Top Women in Engineering 2022 Awards as recognition of her contribution in encouraging females to consider a career in engineering. She also won the CN & NCE Inspiring Women in Construction and Engineering awards for excellence in outreach. Zainab was recently awarded the Young Women in Engineer, Women in Engineering Prize as recognition for her work in outreach.



Real Projects in 2023

The AFBE Real Projects Talk serves as a testament to the impactful and enlightening sessions that have taken place over the past year, highlighting our commitment to showcasing real-world applications of engineering and technology within diverse industries.

The AFBE Real Projects Talk series is more than just a collection of events; it's a vibrant platform where professionals, industry leaders, and innovators converge to share, learn, and inspire. Each meticulously detailed session represents a unique learning, networking, and professional growth opportunity.

We've been honoured to host many speakers from esteemed companies and organisations throughout the year. They've shared insights on cutting-edge topics ranging from the application of AI in air traffic control to the advancements in remote operations in the oil and gas industry and the emerging concept of Digital Twins. These talks have provided a window into the current trends and challenges in the engineering world and sparked discussions, ideas, and collaborations.

We extend our heartfelt appreciation to all our speakers, participants, and organisers who have contributed to making each Real Projects Talk a memorable and valuable experience. Your dedication and enthusiasm have been the driving force behind the success of these Talks.

Thank you for being a part of this journey. Here's to another year of engaging discussions, breakthrough ideas, and shared successes in engineering and technology!

2023 began with a renewed sense of optimism as we looked forward to the gradual fading of the pandemic, a revitalised global economy, and collective action against climate change. The AFBE Real Projects team, embracing this positive outlook, curated a diverse and engaging lineup of events for the year.

The year's first event in January, titled "Heat to Power Study on Oil and Gas Offshore Installations Using Organic Rankine Cycle (ORC)," was spearheaded by Araz Khojasteh. In February, Dr Emmanuel Ogungbemi led a webinar titled

"Preparing Data for AI Projects," where he highlighted the critical role of data preparation in AI and machine learning, focusing on the challenges of data bias and the importance of data governance.

March saw Oliver Buhlinger, Head of Technology, i3 Group Solutions, deliver a talk on "How Digital Twins and Advanced Technologies Solve Productivity, People, and Environmental Challenges." He discussed the application of digital twins in manufacturing, emphasising their role in enhancing efficiency, safety, and quality control.

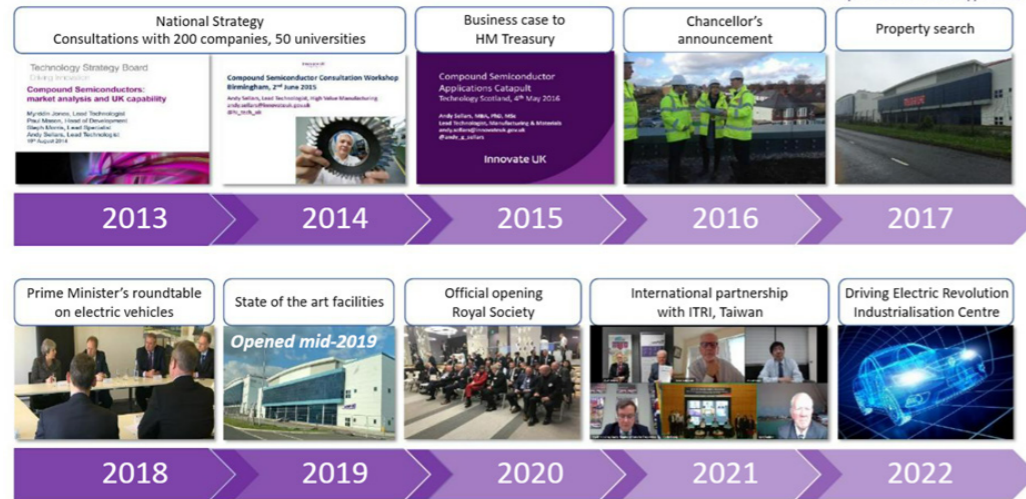
April's event featured Dr Alexander Cruz discussing "Climate Technology Solutions and its Role in the Energy Transition." He delved into the importance of climate technology in the energy transition, focusing on renewable energy integration, energy efficiency, and energy storage technologies. In May, Dr Ale Aranceta-Garza & Dr Markus Pakleppa highlighted the latest trends in biomedical engineering and the importance of collaboration in healthcare innovations in their talk titled "Driving Innovation in Biomedical Engineering: Collaborating for Real-World."

The June session, led by Dr Andy Sellars of Catapult UK, was centred around "Compound Semiconductor Applications." He shared valuable insights into the role of compound semiconductors in modern technology, discussing their applications and the challenges in tech startups.

July's event, "Real Projects Talk: Exploring the Use of AI for Air Traffic Control" by Dr Richard Cannon, focused on integrating AI into air traffic control systems and exploring Project Bluebird's objectives and findings. In August, Darren Nicol's session on "The Use of Virtual Reality in Employee Recruitments" discussed the innovative use of VR in HR, advocating for more equitable recruitment practices.

September's talk by Tuoyo Shackleton - Product Engineer, Baker Hughes, titled "Closing the Gap Between Women & Engineering," led a discussion on strategies to empower women in engineering, focusing on diversity, overcoming biases, and mentorship.

Timeline



The fourth quarter began with Michael Nnochiri's October presentation on "Remote Operations - A Pathway to Achieving Improved Operational Efficiency." He discussed Baker Hughes' use of remote operations and automation, emphasising their impact on efficiency and emissions reduction. November featured Charlie August discussing "New Approaches and Technologies Enabling the CCUS Value Chain," providing an overview of CCUS technology and its role in climate goals, especially in Europe.

The year was concluded with a holiday break in December, reflecting on the array of informative sessions that contributed significantly to the professional development of our members and the engineering community. Each event brought unique perspectives and insights, fostering a year of learning, growth, and innovation.

As we reflect on the diverse and enriching events in 2023, we are excited to announce the beginning of 2024 with an equally promising lineup. The first event of the year, scheduled for 25th January 2024, is titled "Subsea 7's Approach to Energy Transition," presented by Liam Macintyre, Strategy Director - Energy Transition, UK & Global IRM at Subsea 7. This upcoming session promises to offer deep insights into

the evolving landscape of energy transition, a topic of great relevance and urgency in today's world.

SubSea7, known for its innovative approaches in the energy sector, is expected to shed light on its strategies and initiatives in adapting to the changing energy demands and environmental considerations. Liam's expertise and perspective will undoubtedly provide a valuable understanding of how industry leaders navigate the challenges and opportunities of energy transition.

This event continues our commitment to meaningful and impactful discussions and sets the tone for another year of learning and professional growth. We encourage all our members and interested individuals to attend and be part of this enlightening session as we collectively explore the dynamic field of energy and its future direction.

Looking ahead to 2024, we remain dedicated to bringing diverse topics and speakers under the AFBE Real Projects Talk. Each event is an opportunity to gain knowledge, engage in thought-provoking discussions, and network with professionals and peers. Stay tuned for more updates and exciting events as we continue our journey of discovery and innovation in engineering and technology.

TRANSITION EVENTS



University of Aberdeen Careers Fair - 11th October 2023

This was the first careers event in collaboration with the University of Aberdeen. Over 100 students were in attendance and they had the opportunity to go through several career sessions including a keynote address delivered by Dr. David Whitehouse, CEO of Offshore Energies UK. The event offered a unique opportunity for attendees to engage with industry leaders, learn from their experiences and get the tool kit needed to prepare them for the world of work. Activities such as CV tips, interview tips were covered on the day. 10 volunteers from University of Aberdeen and AFBE supported this event. The event was hosted by AFBE-UK Transition Lead Ibim Diri.

Transition event in collaboration with Baker Hughes - 14th October 2023

The Transition team collaborated with Baker Hughes to deliver this edition of the Transition event. Attendees benefited from cv clinic sessions, assessment centre sessions, and mock interviews amongst other activities. The aim of the event is to provide the necessary tools needed for the attendees to prepare for the world of work. 55 students were in attendance, over 15 volunteers from Baker Hughes and AFBE were in attendance, the venue of the event was Robert Gordon University in Aberdeen. The event was hosted by AFBE-UK Transition Lead Ibim Diri.





Transition event in collaboration with Bechtel - 3rd November 2023

The Transition team collaborated with Baker Hughes to deliver this edition of the Transition event. Attendees benefited from cv clinic sessions, assessment centre sessions, and mock interviews amongst other activities. The aim of the event is to provide the necessary tools needed for the attendees to prepare for the world of work. 55 students were in attendance, 15 volunteers from Baker Hughes and AFBE were in attendance, the venue of the event was the Bechtel office in London. The event was hosted by AFBE-UK England Transition Team member Rabeccah Kwoba.

Transition event in collaboration with Harbour Energy - 17th November 2023

The Transition team collaborated with Harbour Energy to deliver this edition of the Transition event. Attendees benefited from cv clinic sessions, assessment centre sessions, and mock interviews amongst other activities. The aim of the event is to provide the necessary tools needed for the attendees to prepare for the world of work. 53 students were in attendance, 25 volunteers from Harbour Energy and AFBE were in attendance, the venue of the event was the Harbour Energy office in Aberdeen. The event was hosted by AFBE-UK Transition Lead Ibim Diri.



Transition event in collaboration with BP - 28th November 2023

The Transition team collaborated with bp to deliver this edition of the Transition event. Attendees benefited from cv clinic sessions, assessment centre sessions, and mock interviews amongst other activities. The aim of the event is to provide the necessary tools needed for the attendees to prepare for the world of work. 40 students were in attendance, 26 volunteers from bp and AFBE were in attendance, the venue of the event was the bp office in Aberdeen. The event was hosted by AFBE-UK Transition Lead Ibim Diri.



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 assets 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"



Reflections of the AFBE Leadership Programme

As we reflect on the diverse and enriching events hosted by the AFBE Leadership Programme throughout 2023, it becomes evident that this initiative has provided a platform for invaluable discussions, insights, and connections within the professional landscape. Let's journey through the highlights of each event:

New Year New Beginnings (1st February 2023):

Coach Buki Ishola's leadership talk marked a powerful start to the year. Focusing on career aspirations for 2023, participants delved into practical strategies, discussing how to reset and reposition themselves for professional success.

Resilience and Optimism (1st March 2023):

Dr. Roy Bitrus engaged in a meaningful conversation with Patricia Nicholas, emphasising the importance of resilience and optimism in both career and life. The talk explored how these qualities contribute to business success, growth, and equity.

How to Engineer Your Career (5th April 2023):

Featuring recruitment experts Joanna McCrae and Colin Roope, along with Graham Belgium, this event provided practical insights into creating inclusive workplace cultures, transforming recruitment campaigns, and securing leadership roles, especially for those from diverse backgrounds.

Military Leadership in a Corporate Environment (3rd May 2023):

A hybrid talk featuring Major Mike Eytte explored the relevance of military leadership skills in the corporate world. Major Eytte's transition from the army to a leadership position at Microsoft highlighted the transferable skills such as strategic planning, decision-making, communication, and teamwork.

Serving in the UK Civil Service (2nd August 2023):

Oluwayemisi Jenkins MBE shared her dedication and leadership experiences within the UK Civil Service, offering insights into the challenges and responsibilities associated with ensuring public safety, maintaining immigration integrity, and representing the UK's interests globally.

Crisis: How to Lead When it Matters Most (6th September 2023):

Dr. Daniel Monehin, an expert in crisis leadership, joined Dr. Roy Bitrus to discuss essential skills and strategies for navigating and thriving during challenging times. The event aimed to equip leaders with the tools to lead confidently, with composure and resilience, in times of crisis.

The Switch: From an Engineering Career to an Entrepreneur (4th October 2023):

Dr. Yekemi Otaru's session during Black History Month explored her journey from engineering to entrepreneurship. The discussion delved into breaking boundaries, navigating challenges, and finding fulfilment in pursuing one's true calling.

TRANSCEND Cohort 2 (9th September to 11th November 2023):

The program, spanning nine weeks, engaged participants in mentorship relationships with high-achieving senior professionals in the industry. Special thanks go to Mott MacDonald who sponsored the event and volunteered two senior directors to be mentors to two participants on the programme. The closeout session featured inspirational speeches and talks by industry leaders, providing a solid foundation for future leadership endeavours.

The AFBE Leadership Programme's events in 2023 have been a beacon of inspiration, fostering learning, and promoting leadership development across various facets of the professional world. These initiatives have undoubtedly left a lasting impact on the individuals involved, contributing to a more empowered and diversified future.



Roy is an Enterprise Fellow of the Royal Society of Edinburgh Unlocking Ambition Programme and an Equality, Diversity and Inclusion (EDI) aficionado with over 12+ years of experience in leadership, business development, technical sales and entrepreneurship. Roy is the Director of sales with TenzorGEO working to advance and promote

its unique microseismic technology and services to the energy industry, with the aim of maximising economic recovery and providing a sustainable CO2 monitoring technology to help deliver on net-zero targets. Roy is also a member of Offshore Energies UK - OEUK D&I task force and has been a judge at the E&T Innovation Awards for 3 years in a row and most recently part of the Primary Engineer Judging panel. He is also a Community Council Member in the village in Aberdeenshire where he resides.

Industry Events



INWED 2023

James & Jonathan supported in putting together the IWD panel discussion held on IWED -13th June featuring Jacqueline Chinwe, Adele Samuels, Georgia Thompson and Saheela Mohammed, hosted by Zainab Adigun. International Women In Engineering Day with a breath of diverse and intersectional experiences, join us at the Association for Black and Minority Ethnic Engineers (AFBE-UK) #INWED23 event.

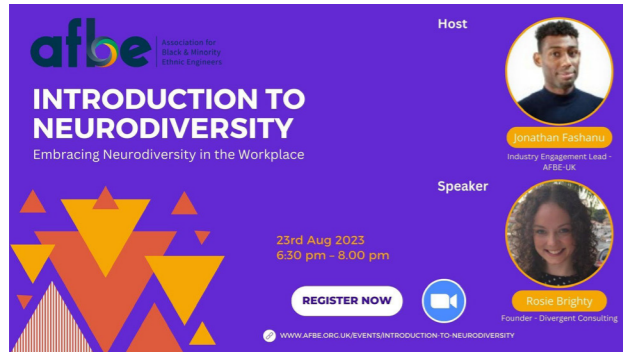
This year we circulated back to the theme around International Women's Day that looks at how engineering and technology can improve the lives of women and girls around the world.

A thought provoking presentation on how we can design for more inclusiveness and representation in our communities.

Inspire Series

Industry team were in attendance at the Science Museum that launched the Inspire Series (Ella Podmore MBE, Zainab Adigun, Krsytina Pearson-Rampeearee and Enefi Bambara Abban) featuring leading women in engineering to accompany the permanently engineers gallery exhibition celebrating talented change makers.





Introduction to Neurodiversity

Jonathan Fashanu and Rosie Brighty hosted a session on introduction to neurodiversity. We talked about neurodiversity at work last year, and we shared our experiences of being neurodiverse and the challenges we face. We received such amazing feedback over the sessions of people experiencing similar hurdles at work.

As a fellow neurospicy human, meeting other amazing people navigating a neurotypical world with their own coping strategies has been validating. About 1 in 7 of the population in the UK is thought to be neurodivergent.

Rosie Brighty is a Neurodiversity trainer and consultant that works with companies to incorporate strategies to assist their neurodiverse employees. She is a former engineer, teacher, and someone we have resonated with after being on a panel. We spoke about the following areas - What does that mean in the workplace? What reasonable adjustments are you entitled to? What is the Access to Work Scheme? How do you let your employer/colleagues understand some of your challenges?

SPE - D&I in the workplace

Jonathan was invited to speak about his experiences with neurodiversity in the workplace and his story of how he had to set up his practice due to the microaggressions at work. Embracing diversity and inclusion is essential to driving innovation, new ideas.

Building Innovation Awards 2023

Jonathan was invited to be a judge at the Building Innovations Award 2023 taking place in September - awards recognise and celebrate the pioneering individuals, organisations and partnerships that are embracing emerging technologies and digital transformation in order to take UK construction to the next level.

Future Leaders Cohort 2023

Jonathan was invited to be part of the Future Leaders Cohort by the UKGBC. UKGBC's Future Leaders programme brings together ambitious, high-potential professionals from across industry to take part in a unique programme of leadership and innovation.

Regenerative Design Lab

Jonathan was invited to be part of the 2nd cohort of the Regenerative Design Lab



Insight into Social Mobility

James & Jonathan presents an insight into social mobility with bp's social mobility & skills partnership manager Hisham Hamid.

He delved into his background and career story which included a focus on Social Mobility and why it is important to the engineering industry. How social class and capital within the communities and workplace. He also gave an insight into bp's social mobility BRG and framework for action, and finally how to kickstart initiatives in your organisations



Jonathan is the founder of DASH - an integrated architecture and engineering practice that focuses on sustainable residential design and responsible construction. He has over eight years of experience in construction and has worked internationally in projects in Singapore, Germany, Nigeria and the United Kingdom. He is a civil and structural engineer with a

graduate degree in Civil and Structural Engineering from Newcastle University and a master's degree in Structural Engineering and Mechanics from the University of Edinburgh. He is currently pursuing his professional status with the ICE. Jonathan refuses to be defined by the limits of his profession and has owned an eco-themed coffee house and a retail management software company. His latest foray into architecture is an attempt to work on issues like climate change and sustainability. He enjoys reading and training for triathlons.

Mentoring Team

Last year the mentoring programme has recorded success with regards to several testimonials and career progression recorded from mentoring relationships within our in-house mentoring programmes as well as programmes with our corporate partners.

At present, we have 22 one to one mentoring relationships being carried out after the successful completion of 12 relationships. A new call for participants into our in-house mentoring programme including reverse mentoring will be carried out this quarter, with the view of even inspiring more graduates and professionals in their career trajectory.

A key summary of other activities and corporate mentoring programmes led by AFBE-UK mentoring team can be seen below:

The Accelerate 25 Programme

The Accelerate 25 program is a mentoring program run in partnership with Mercedes-AMG PETRONAS Formula One Team with the aim of increasing diversity within Motorsport. The program is targeted at university students and recent graduates, equipping them with skills and knowledge for securing roles within Motorsport. We Completed the first cohort last year where 10 students across different universities and areas of engineering were mentored by Mercedes F1 team members ended on 27th February with amazing feedback from both mentors and the mentees. One of the mentees stated that the program has given him the confidence to apply for roles in motorsport. The vast opportunities in motorsport that the mentees have been exposed to as a result of the programme were evident at the closing event. Last September, we commenced recruitment for the second cohorts of candidates and received over 300 applications. All 20 candidates selected were inducted into

the program on November 25, 2023. A networking visit to MGP is expected to take place in Spring 2024 ahead of the program's conclusion.

The Innovate Her Mentoring Programme

This is a detailed 6 months mentoring programme as part of our collaboration with WhenFemalesLead (WFL) in Zambia. 30 young women (21-30 yrs.) working in the STEM field in Zambia were matched with professional mentors in the UK; We are currently recruiting mentors towards this programme with the aim of starting mentoring relationships by the End of January.

UCL Changemakers Mentoring Programme

We have currently partnered with several faculties at the University College London (UCL) as part of its ChangeMakers programme. The programme will seek to carry out mentoring activities for current students at the University college London. The overall aim of the programme is to connect them to a strong network such as AFBE-UK that can provide them with support in their career choice as well as provide opportunities to connect to industrial professionals. As part of the changemakers programme, we also carried out a mentoring training workshop for students who are aiming to act as mentors to other students in lower levels in the University.

EMBEDD Diversity Impact Project Mentoring Programme

The Royal Academy of Engineering funded EMBEDD project, led by the University of Dundee in collaboration with AFBE Scotland and Equate Scotland, is a Diversity Impact Programme aimed at students and high-school pupils from low socio-economic backgrounds, recognising the intersection with issues impacting women, those from Black and Minority Ethnic backgrounds and those with disabilities, to address underrepresentation in both the pursuit of engineering qualifications and in the engineering sector. As part of the project, AFBE provided mentors across several engineering disciplines for the 11 Students from the University of Dundee who took part in the first phase of the project. The mentoring relationships lasted for 6 months starting from June 2023. The aim of the mentoring programme was to provide these young individuals with valuable guidance, mentorship, and opportunities that will help them overcome barriers and unlock their full potential by giving personalised support and encouragement tailored to their individual needs and aspirations, empowering them to achieve their academic and personal goals.

Subsea 7 Mentoring Programme

AFBE Scotland partnered with Subsea 7 to improve our community by building an even more inclusive and diverse environment where everyone can be confident and comfortable to be themselves. One of the first activities that was undertaken as part of this partnership was a Mentoring pilot scheme. The mentoring relationships lasted for a duration of 6 months, ending in April 2023 with great testimonials. The mentoring relationship involved 3 volunteer mentors from Subsea 7 who were paired with 3 students/young professionals within the AFBE mentoring network. The purpose of the mentoring programme was for participating individuals to share and learn from different perspectives beyond their own Industry.

Leonardo Reverse Mentoring Programme

In September 2023, AFBE Scotland partnered with Leonardo to launch a pilot Reverse Mentoring programme. The goal of reverse mentoring is to bridge the gap between different generations, levels of experience and areas of expertise within an organisation. The Reverse Mentoring programme offered by the AFBE is a systemic leadership development intervention designed to enable a culture of diversity, equality, and inclusion, through improving the understanding leaders have of the experience of underrepresented employees. The Leaders will then capture the learnings and take it back into the business.

The mentoring team is also in discussion with several corporate organisations and universities with the view of arranging mentoring programmes.



GSK Mentoring Programme

In 2023, AFBE-UK successfully joined forces with GSK to initiate the GSK mentoring programme. GSK is committed to investing £6 million in Science, Technology, Engineering, and Maths (STEM) equity-focused initiatives in the UK over the next ten years. The primary aim of the programme is to address barriers to entry in STEM careers and will involve nationwide STEM mentoring, targeting approximately 4,000 individuals aged 11-25 from under-represented groups over the next three years. AFBE-UK is one of five key delivery partners, exciting times ahead for young STEM enthusiasts!

AFBE Gala and Awards



The spectacular Gala & Awards Event took place on Thursday, 23rd of November, 2023 at the P&J Live, Aberdeen. This was our 3rd industry-wide Awards (also our 6th Gala night) aimed at celebrating diversity, innovation and excellence that exists in all STEAM (Science, Technology, Engineering Arts & Mathematics) sectors.

The Metamorphosis-themed event, hosted by award winning television presenter Josie D'Arby, and attended by more than 500 people showcased its theme not just through the articulate speeches delivered by Keynote Speaker - Graeme Gordon (VP of Production, BP), Paul Mills (Chief People's Officer, AMG Petronas F1), Hayaatun Sillem, and Ann-Marie Imafidon, but also through the recognition and awards bestowed upon exceptional individuals and companies, highlighting their extraordinary stories.

The night commenced with a drinks reception, providing guests with the opportunity to network while enjoying the enchanting backdrop of jazz music. Following this, an outstanding showcase of multicultural entertainment unfolded, featuring Bhangra dancers, Katie Whittaker, The Spirituals Choir, Beatboxer Ball Zee and not forgetting the address to the haggis.

Some of the VIPs in attendance were Councillor & Lady David & Hazel Cameron (Lord and Lady Provost of Aberdeen), Minister Richard Lochhead (Minister for Business, Trade, Tourism & Enterprise), Sir Geoff Palmer OBE (Professor Emeritus, School of Life Sciences at Heriot-Watt University, and a human rights activist) and a few others.

BP were the principal sponsors and Mercedes-AMG PETRONAS F1 team were platinum sponsors for the gala. Gold sponsors include: Wood plc, Leonardo, The Royal Air Force (RAF), Royal Academy of Engineering, Harbour

Energy, RS Grassroots, SSE plc. Silver sponsors include: Shell, Serica Energy, Arup, Petrofac, IET, Kellas Midstream, WSP, slb, Microsoft, Oceaneering, EnQuest. Bronze sponsors include: Subsea 7, ECITB, Matchtech, Net Zero Technology Center (NZTC), Institution of Civil Engineers



AFBE-UK's efforts received acclaim in a video message from seven-time F1 champion Sir Lewis Hamilton, and his electrifying 2018 car became a notable attraction at the event.

The Winners

And the AFBE-UK 2023 Awards go to...



STEM Champion of the Year

Sponsored by Wood plc

Dr Urenna Adegbotolu

NextGen Programme Co-ordinator, AFBE-UK



Young BME Professional of the Year

Sponsored by Leonardo

Mohammad Taher

Aerodrome Systems Specialist, Heathrow Airport



Mentor of the Year

Sponsored by the Royal Academy of Engineering

Nike Amiaka

Technical Professional Leader - Safety, KBR



BME Leader of the Year

Sponsored by the Royal Air Force

Amitoj Singh

Operations Director, Ethical Power Connections



Company of the Year

Sponsored by SSE plc

Bechtel Corporation



Special Appreciation Award



Sponsored by RS Grassroots



Sir Geoff Palmer OBE, Professor Emeritus, School of Life Sciences at Heriot-Watt University, and a human rights activist.

AFBE Volunteer of the Year



Sponsored by Harbour Energy



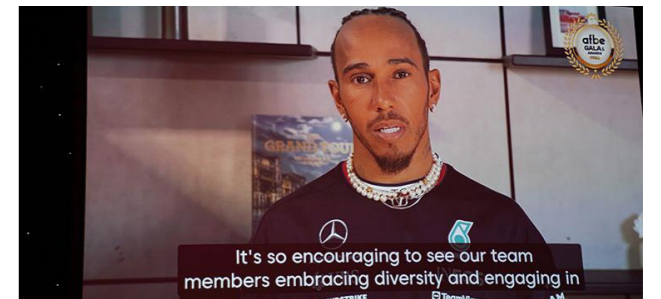
Mo Oyetunji, Chair of AFBE-UK Awards Committee.

During the event, the spotlight was on three charities: **The Lydia Wilson Foundation, The Washing Machine Project, and The Asthma & Allergy Foundation.** Their local and global challenges and successes were highlighted to encourage fundraising for their crucial work. A substantial amount of £4,500 was raised, with each charity set to receive a generous donation of £1,500.

AFBE-UK's Co-founders - Dr Ollie Folayan and Dr Nike Folayan as well as the Co-Chairs - Dr Roy Bitrus and Dr Awai Collins-Harrison gave powerful speeches on the night. Dr

Ollie Folayan said "it isn't the things that we do momentarily, but it's the things that we do regularly that bring about real transformation. It's all of us coming together to celebrate the values that we all share. Those values of unity, of collaboration, of coalitions and it is those changes, the things that we do continuously starting from that place of vulnerability that brings about real change.

It was such a splendid night with lots of fun and celebration which will not be forgotten anytime soon. We look forward to the next one in 2025!



Corporate Partnerships

2023 has again been another year not only of growth of the number of Corporate Partners we work with, but also an increase in activity levels and engagement with most of our partners and universities, which has been tremendous to see, and be a part of. Over 14 new partners joined as Corporate Partners and Universities this year, and we are ending the year with nearly 80 partners.

Some of our new partners joining us this year have been Aston Martin, Shell, Mott MacDonald, Ansys and the Royal Navy. We're also seeing a lot of engagement from Universities, with them being particularly keen on our Mentoring and Transition into work programmes, which have been booked solid this year!

We have had great engagement with these companies and with our events across the spectrum, and have completed a 6-month mentoring programme at Mercedes F1, delivered multiple talks to company employees and Leadership Teams, participated in an open-house careers event, attended university events on panels, and have many more events and engagements planned for 2024!

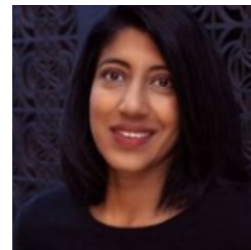
Also of note, is that AFBE entered into a significant partnership with 'Ignite' in 2023; launched by Sir Lewis Hamilton and the Mercedes-AMG PETRONAS F1 Team, Ignite was founded to improve diversity in STEM and motorsport.

The AFBE team has also had to grow to be able to continue to provide the right level of support to our growing number of partners, and we now are a team of 10 volunteers, with 2 permanent staff members.

We are very excited to continue working with our corporate partners and organisations in 2024 and expanding our

programme to provide as much tailored support as we can on this shared DEI journey.

Article by Anjela Maharajah



Anjela Maharajah is the AFBE-UK Corporate Partnerships Lead. She is a Chartered Chemical Engineer with over 25 years' experience working in the upstream Oil and Gas Industry in Technical and Commercial Management roles in major Energy Companies from Shell to E.ON, with her last position being the 'Head of Business Development and Commercial' at a Japanese Energy company. She is now an Independent Consultant.

She is passionate about increasing diversity and opportunities in the Energy and other industries.

We would like to thank our 2023 key sponsors!





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The Future of Engineering: Human Centric Solutions



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Labour Income Inequality

Growing gap between the rich and the poor, opportunities



Sustainability

Skills transfer and the Energy Transition



Equity in the built environment

Ensuring that design, construction, operation, management, and regulation meets the needs of all communities



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