



**afbe** | LIVE!  
2024



**afbe** | Association for  
Black & Minority  
Ethnic Engineers

## Embedding Inclusion in Engineering

23 April 2024



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# A message from our founders

King Hieron II of Syracuse suspected a goldsmith of cheating him with a gold crown. He asked Archimedes to determine if the crown was genuine. Archimedes struggled to find a way to define the size of the crown until he had an epiphany while relaxing in a public bath. He exclaimed "Eureka!" and ran through the streets, overjoyed with his discovery.

Last year around August, a team of individuals who would later form the core of the planning team, came together. Initially, they reflected on the 2022 conference before focusing on AFBELive24. During a Zoom session, as ideas were bouncing back and forth, someone in the group said something that struck a chord with the team. "We don't want this to be a diversity conference," she said. The team agreed that while AFBE-UK is committed to ensuring greater diversity and inclusive cultures, it is only a means to an end. The ultimate goal is to have a thriving sector filled with ideas forged in unbiased environments. Spaces where ideas matter more than who suggested them and where everyone feels psychologically safe.

The theme of the conference, "The Future of Engineering in Society: Human-Centric Solutions to Today's Challenges," is significant for two reasons. Firstly, it celebrates the capacity of Engineering and Technology to improve the quality of life for all, despite challenging issues, and to do so rapidly and easily. Secondly, it acknowledges the need to contain the pace of innovation in Artificial Intelligence, the built environment, workplace culture, or the quest for cleaner energy sources within an ethical and inclusive framework. A framework that ensures that minoritized communities are neither left behind nor swept away by the coming wave.

At AFBELive2024, you will have the opportunity to listen to thought leaders sharing their findings and budding entrepreneurs making their pitches. You will also be able to make new contacts, and maybe even plan your next career move. Whatever you do, the hope is that you will leave this conference feeling inspired to find your eureka moment!



**Dr Ollie Folayan MBE CEng FICChemE**  
**Co-Founder, AFBE-UK**

Welcome to our second national conference AFBELive. It seems like AFBELive 22 happened just a few months ago! But it has been two whole years. Two years of growth, of progress and of impact!

AFBELive celebrates our achievements over many years but also highlights the important contributions we can all make, not just on matters to do with inclusion, but on innovation and transformation.

We are at a very exciting point of our almost 17-year history. Our programmes are increasingly in demand by various institutions and we've taken some of our initiatives outside the UK. As with the last AFBELive, my hope is that every participant in this event will get what they need for today's event, whether it be broadening their network or job prospects. Our holistic approach to engagement, and more importantly - impact of engagement, has meant that we are constantly reviewing, restructuring and assessing our programmes which extend through the whole education life cycle from primary schools, secondary education, colleges, universities, mentoring young professionals and leadership. And all of this has only been achieved by the support of our ardent members (individuals and organisations). Look out for the

Engineering Ethnicity Index section which is an exciting opportunity to understand how we are ensuring our corporate organisations remain accountable on their inclusion strategies and initiatives

For today, we want you to enjoy being an attendee of the UK's largest conference on ethnic inclusion in Engineering.

We hope that you enjoy today!



**Dr Nike Folayan MBE FIET**  
Co-founder, AFBE-UK

# Welcome to AFBELive! 2024

On behalf of the organising committee, I am pleased to welcome all delegates, speakers, sponsors and exhibitors to the 2024 edition of the bi-annual AFBELive! Conference.

Following the resounding success of the first edition of the conference in 2022, we have worked very hard to put together an even better experience today. As the head of the organising committee, I am delighted to present the results of many months of the committee's hard work, planning and dedication at today's event.

The conference is a platform to engage in pertinent discussions in the focus areas, encourage networking amongst engineering professionals and celebrate engineering excellence. We have curated a rich programme comprising fireside chats, keynote addresses, panel discussions and interactive workshops. The programme for the day includes sections led by highly distinguished technical experts and engaging speakers. The Future Leaders Forum and the Next Big Idea competition will also deliver immense value to students, early career professionals and innovators. In addition, there are opportunities to visit the Exhibition stands to engage our esteemed sponsors, who are leading engineering companies in various industries. There is indeed something for everyone.

I encourage you to engage, interact and contribute to all the available sessions, activities and networking breaks. There are lots of opportunities to exchange ideas, foster new connections and commit to taking necessary actions to produce human-centric engineering solutions. The evening banquet is another avenue to connect, gather inspiration from our esteemed speakers and network over a tasty 3-course dinner!

I would like to thank all our amazing sponsors for their generous support and commitment to the success of the conference. We are honoured to partner with you to make a difference in the engineering industry and create lasting impact in embedding inclusion into engineering.

I wish everyone a fantastic experience at AFBELive! 2024. If you require any assistance during the day, please reach out to any AFBE staff. We are on hand to provide any required information or assistance.

Thank you all for joining us, your presence and engagement is much appreciated. I look forward to an immensely successful experience for us all at the conference.



**Titi Oliyide CEng MIET**  
Head of AFBELive! 2024 Organising Committee

# About AFBELive

AFBELive is a conference conceived by AFBE-UK in 2022 to showcase AFBE-UK's work over many years in towns and cities across the UK.

The one-day conference highlights the contributions of people from minoritized groups in the UK through innovation. The conference aims to amplify the importance of diversity, inclusion and belonging by providing all stakeholders with insights into strategies that enable growth of our industry.

The Engineering industry accounts for 27.1% of total UK GDP the conference will bring together government officials, Members of parliament, CEOs, Engineering businesses, students and engineering professionals and stakeholders within the Diversity and inclusion space to highlight the importance of inclusion in all sectors of society.

The event drives the dialogue, knowledge sharing, innovations and project developments around Diversity and Inclusion in the Engineering and Technology Sectors. This competition is open to any entrepreneurial or academic ideas that you would like to present.

The focus areas of the 2024 conference include

- AI and Ethical implications: Use of Data to drive ethical practices and culture change
- Labour Income inequality: Growing gap between the rich and poor, opportunities
- Skills Transfer and the Energy Transition
- Company Culture and Inclusion:
- Mental Health and Psychological Safety (Panel or workshop) - Tying D and I into the culture akin to safety

This event is full of interesting sessions, learning opportunities, constructive competitions, and celebration moments.

The conference also provides a platform to discover the "Next Big Idea", a dragon den's style event aimed at students and professionals. This will inspire bright new ideas around Human centric solutions as well as the themes of the conference.

There will be panels, workshops, keynote addresses, exhibitions, speed networking and interactive sessions as well as showcases.

The day event will be followed by a three course Black Tie celebratory dinner with a Live Band for 300 guests.

During the evening event there will be fireside chats and engaging conversations around culture, engineering and education.

The post-conference celebratory dinner with live musical performances, good food, and great atmosphere also provided an excellent opportunity for networking.

The conference is held 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.

AFBELive has partnered up with some of the biggest companies in the industry to deliver a groundbreaking event and will culminate in a celebratory sit-down dinner, networking, and entertainment.

# About AFBE-UK

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](http://www.afbe.org.uk) and [www.afbescotland.org](http://www.afbescotland.org)

The proportion of United Kingdom (UK) citizens from ethnic minority communities is projected to reach between 20 and 30 percent by 2050.

The UK has a long-standing history of engineering achievement. However, the UK engineering sector is currently experiencing a shortage of skilled professionals. Only 9% of UK engineers are from Black and minority ethnic backgrounds although an average of 29.9% of engineering university entrants are from these backgrounds.

AFBE-UK works to increase the number of ethnic minority people who pursue a career and have successful careers within the engineering industry.

AFBE-UK was established in 2007 as a community initiative following the UK Business and Enterprise Committee and the Royal Academy of Engineering published reports about shortage of engineering skills in the workforce and in particular the under-representation of people of ethnic and minority.

AFBE-UK was founded by Dr Ollie Folayan MBE and Dr Nike Folayan MBE who are both engineers. In 2011, AFBE-UK Scotland was established by Dr Ollie Folayan MBE.

AFBE-UK was founded at a time when there were community and social concerns around the need for visible role models for young people of ethnic minority origin.

Since AFBE-UK began we have held programmes/seminars/networking events that are of interest to engineers. AFBE-UK has received a warm welcome from key players within the engineering industry, government bodies, various overseas high commission offices and the wider community.

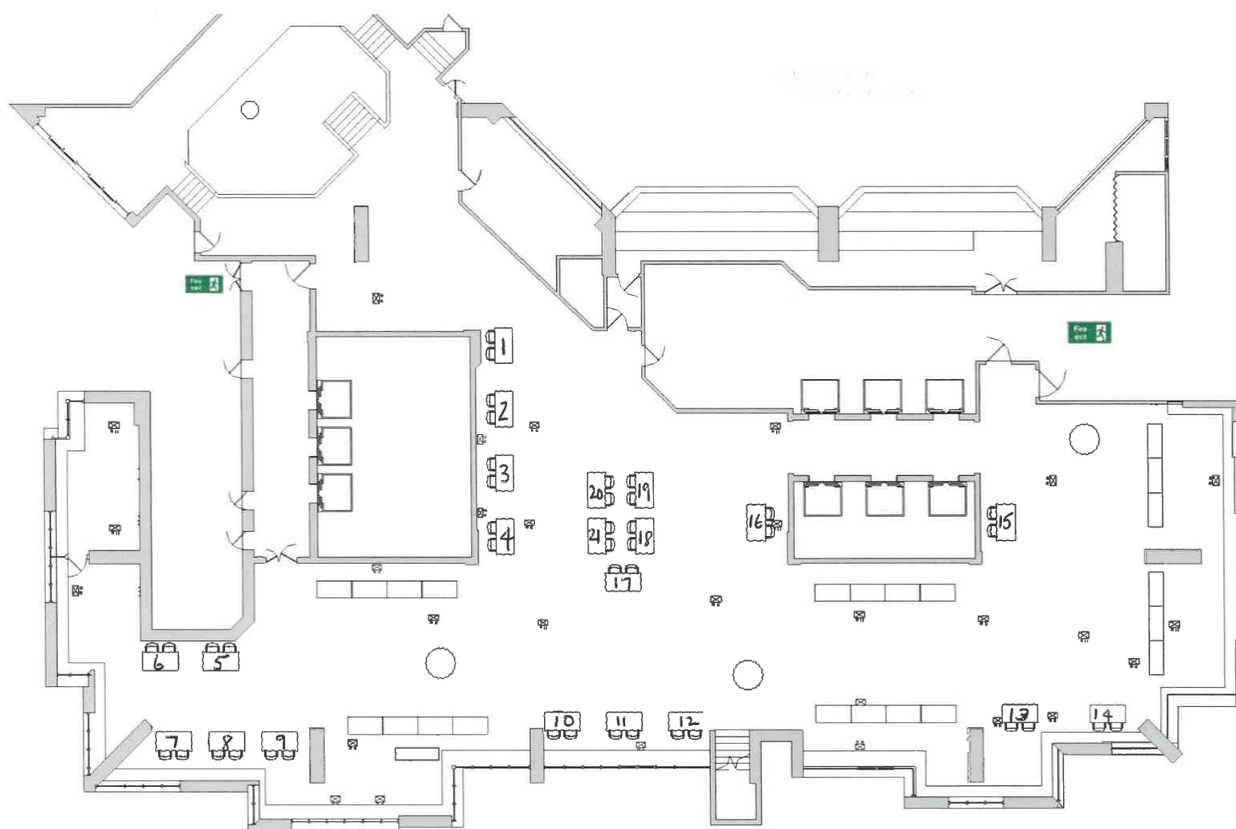
AFBE-UK has over 2500 members and over 80 corporate members and has over 28,000 beneficiaries to date.



# Conference Agenda

TIME	ACTIVITY	SPEAKERS	ROOM
08:00 – 09:00	Registration and coffee		Reg - ground floor Coffee - 1st Floor in Pickwick
09:00 – 09:10	Welcome speeches	Julianna Moats, Dr. Nike Folayan MBE, Dr. Awai Collins-Harrison	Churchill (Ground Floor)
09:10 – 09:45	Keynote Address – The Future of Engineering: Human Centric Solutions	Caroline Nokes MP, Dr. Hayaatun Sillem CBE	Churchill (Ground Floor)
09:45 – 10:05	Keynote Address – AI and ethical implications	Dr Gopichand Katragadda	Churchill (Ground Floor)
10:05 – 10:35	Disruptive Conversations 1 – AI, Sustainability, Company Culture and Inclusion	Prof Nira Chamberlain, Yasmin Ali, Nerys Thomas Panel Host: Dr. lyke Onyegiri	Churchill (Ground Floor)
10:10 – 11:15	Future Leaders Forum	Mohammed Taher, Ailsa Jayne Howie, Emmanuel Afolabi, Darrell Njogu, Mimi Nwosu	St James (4th Floor)
10:40 – 11:00	Keynote Address – Sustainability and Energy Transition	Prof Paul de Leeuw	Churchill (Ground Floor)
11:00 – 11:30	Coffee Break		Pickwick (1st Floor)
11:30 – 13:00	Next Big Idea	Moderator: Denis Pinto Emma McDonald, Dushyant Sharma, Navjot Sawhney, Cath Strachan, Olaitan Akinyele, Dennis Vollmar	Churchill (Ground Floor)
11:30 – 12:05	Fireside Chats – AI and Ethical Implications	Moderator: Yewande Akinola MBE Speakers: Edafe Onerhime, Rahul Anand	St James (4th Floor)
12:05 – 12:25	Keynote Address – Company Culture and Inclusion	Dr David Leiper	Churchill (Ground Floor)
12:30 – 13:30	Lunch Break/ Networking/ Exhibition		
13:35 – 13:50	Keynote Address – Equity in the Built Environment	Tariq Shah	Churchill (Ground Floor)
13:50 – 14:15	Disruptive Conversations 2	Dianne Greyson, Nicola Mathers, Shakir Laher	Churchill (Ground Floor)
14:15 – 15:15	Career Speed Networking		Pickwick (1st Floor)
14:15 – 14:35	Keynote Address – Labour Income Inequality/Social Mobility	Saif Malik	
14:40 – 15:25	Fireside Chats – Company Culture and Inclusion	Moderator: Margot Day Speakers: Isabella Mascarenhas, Dushyant Sharma, Marsha Ramroop, Jo Stansfield	Churchill (Ground Floor)
15:30 – 16:00	Breakout session 1	Facilitators: Steve Fernandez and Sarah Piscitelli	Geilgud (2nd Floor)
15:30 – 16:00	Breakout session 2	Facilitator: Carmen Morris	St James (4th Floor)
15:30 – 16:00	Breakout session 3	Facilitator: Prof Rafaella Ocone	Churchill (Ground Floor)
16:05 – 16:35	Intersectionality and the importance of an inclusive workforce	Dr Ollie Folayan MBE	Churchill (Ground Floor)
16:35 – 17:05	Engineering Ethnicity Index Launch (Panel Session)	Yohanes Scarlett, Jainna Bhalla, Gurpreet Bansal, Tolu Falade	Churchill (Ground Floor)
17:05 – 17:30	Conference Closing Address	Shereen Daniels	Churchill (Ground Floor)
17:30 – 17:40	Round up and Dissemination of Information for the Evening Celebration	Titi Oliyide	Churchill (Ground Floor)
18:15 – 23:45	Drinks reception and Banquet Dinner	June Sarpong OBE, Prof, David Olusoga OBE, Lee Chambers, Mavis Anagboso	

# Exhibition layout and exhibitors



Company	Stand Number
AFBE	1
AFBE	2
Cisco Meraki	3
EKO	4
GSK	5
Harbour Energy	6
Standard Chartered	7
IMECHE	8
Johnson Matthey	9
Leonardo	10
Mott Macdonald	11
National Grid	12
Penna	13
Petrofac	14
Red Bull	15
Royal Academy of Engineering	16
Royal Air Force	17
Stem Returners	18
Wood	19
IET	20

# Next Big Idea Competition

Sponsored by Amazon, The Next Big Idea is a competition taking place during the AFBELive! conference in the St James Suite from 1130-1300. NBI will focus on driving innovation in:

- **AI in Engineering to Power the Future.**  
Analyse and Optimise Complex Systems, with the help of Artificial Intelligence and Computer Science
- **Sustainability in Powering the Energy Transition.**  
Think about how we have sustainability across the entire supply chain to help with the energy transition process.
- **Equity in the built environment.**  
Ensuring that design, construction, operation, management, and regulation meets the needs of all communities.
- **Company Culture and Inclusion.**  
Exploring the growing gap between the rich and the poor and its impact on engineering job opportunities.
- **Labour Income Inequality.**  
Looking into the effect of company policies in providing the enabling environment to foster engineering solutions.



## Finalists

NAME	TOPIC
Nyasha Mutembwa	Move Back Up Project
Arinze Ugwu	VerdeAI
Saad Mahtar	XTRACT
Oluwafemi Ajayi	Green Energy Transition Research
Hyebin Cho	AI-driven Learning Platform
Allen Chafa	Constructive Cultures Initiative
Esther Adejuwon	Design of a Hybrid Environmental Sensor for Water Quality Monitoring

## Judges



### Laure Mora

Laure Mora is an experienced energy industry professional, with 20+ years spent in different roles spanning from engineering to sales. She started her career in the USA as an oilfield engineer with Schlumberger and pursued that career for many years in the US, Middle-East and Europe. She then joined Shell drilling engineering team in Aberdeen and worked on North Sea installations before deciding to reorient her career towards the clean energy industry. She successfully transitioned her career to the Renewable Energy Industry by first working in geothermal roles in Sweden and then more broadly by providing support to clean energy start-ups in a publicly funded energy transition initiative in Aberdeen, Scotland where she is still based today. She uses her skills in engineering, sales and communication as well as her customer-centric mindset to relentlessly push the clean energy transition forward. She is currently Head of Partnerships and Growth at Electrogenos, a green hydrogen start-up based in the UK.



### Dr Tosha Nembhard

Dr Tosha Nembhard is the Director for Equality, Diversity and Inclusion for the School of Engineering at University of Leicester. She has been in the Aerospace Industry and Academia for almost 20 years, working previously at UTC Aerospace Systems and Coventry University in positions of leadership within Research, Product Development, Programme Management and Curriculum Design.

Originally from Mauritius and as a Female engineer from Minority Ethnic background, Tosha has lived the biases that are typical for someone with her background within engineering and she is determined to make Engineering a fairer place for future generations.



### Taiwo Adenusi

Taiwo Adenusi is a highly accomplished professional with experience in the oil and gas sector and a Managing Partner at Fronesyz Capital LLC. As a Fellow of IET and a Chartered Engineer, Taiwo has held various technical and engineering management positions, gaining extensive expertise in the industry.

As a Managing Partner at Fronesyz Capital LLC, Taiwo is a passionate startup investor, focusing on early and seed-stage companies. He has a proven track record of identifying great ideas and helping founders execute their vision. Taiwo's keen eye for identifying promising startups with innovative ideas, coupled with his vast industry knowledge and technical background, enables him to invest in groundbreaking startups that drive innovation and growth across various sectors.

Through his role at Fronesyz Capital LLC, Taiwo continues to support, mentor, and invest in exceptional founders, helping them navigate the challenges of the startup ecosystem and build.



### Emma McDonald

Emma is first a wife and mother of 2 grown up children living in Stratford Upon Avon. The majority of her early career was spent working in the technology sector for large organizations such as IBM and Hewlett Packard. Just over 2 years ago she joined Amazon Global Engineering Services (GES), supporting the expansion of the Amazon Fulfilment network across EMEA. Today she manages Safety, Social Responsibility & DEI for GES. During her long career across industries known for their lack of diversity, Emma is keen to make an impact and move the needle and support changes that positively impact minority groups.

## Judges



### Navjot Sawhney

Navjot Sawhney is the founder of The Washing Machine Project. Navjot was born and brought up in London to parents from unpartitioned India. During the 1947 Indian Independence, Nav's father and his family fled their home from what is now Pakistan with only the clothes on their backs. This was the foundation of his desire to help others, fostering an interest in International Development. Nav's father passed away when he was 8 years old and was raised by his mother and two sisters which is what formed his particular interest in issues affecting women and girls and those fleeing conflict.

Nav studied Aerospace Engineering at Queen Mary University in London. After working as an engineer for Dyson, Nav moved to South India to make cookstoves with Engineers Without Borders UK. It was here he met his neighbour Divya. Divya's struggle with everyday tasks, including hand washing clothes for up to 20 hrs a week, inspired Nav to find a solution. He promised her a washing machine, and he developed the first prototype when he returned home. This prototype would inspire Nav to start The Washing Machine Project in 2019, and call the machine, Divya. With an interest and now a promise, in 2019, Nav enrolled into a masters programme at University of Bath to study Humanitarianism, Conflict and Development.

Since then, The Washing Machine Project has conducted ethnographic research in 13 countries and interviewed more than 3,000 families in Uganda, Kenya, Iraq, Jordan, Lebanon, Cameroon, Jamaica, Nepal, India and the Philippines to gain insight into their clothes washing tendencies. As well as successful pilots, The Washing Machine Project has now distributed Divya washing machines to families and communities in India, Iraq, Lebanon, United States, Mexico and Uganda - impacting almost 30,000 people. Implementation is tailored to meet the partnering regions' specific cultural, economic, and environmental conditions, ensuring the solution is effective and relevant in local contexts.

Having partnered with organisations like RS Group, JLR, Santander and Meanwell, as well as international development and humanitarian organisations such as UNHCR, Save The Children, Oxfam, Care International and Plan International.

The Washing Machine Project's plans are now to scale up distribution across numerous countries.



### Dennis Vollmar

Dennis is a forward-thinking technology pioneer with extensive experience in the energy industry. Throughout his career, he has spearheaded numerous projects aimed at optimizing processes through the strategic implementation of automation. His latest focus lies in the development of lean automated multi-modular solutions tailored for the late asset market, specifically designed to support the energy transition from decommissioning to geothermal projects.

Having conceived an innovative modular configurator concept that allows for the seamless adaptation of various project requirements and operator preferences, Dennis went on to establish Voll Marintek Ltd. Under his leadership, Voll Marintek has forged global industrial partnerships that are driving the next industrial revolution in the energy sector, with a core mission centered around inclusion and diversity.

Dennis recognizes automation as a pivotal element in this transformative journey, coupled with predictive simulations to pave the way for greater equality in the workplace. By leveraging automation and predictive technologies, Voll Marintek is not only creating more accessible knowledge pools but also fostering a culture of innovation and collaboration that transcends boundaries.

As a judge for the AFBE idea competition, Dennis brings a wealth of expertise and a passion for driving positive change in the fields of Artificial Intelligence, Sustainability, Equity, and Company Culture.



### Olaitan Akinyele

Olaitan Akinyele, a distinguished well engineer with a PhD in Geo-energy, is the visionary Founder of Greenly Sparks, a climate award-winning initiative focused on tracking carbon footprints. Committed to facilitating the transition towards a net-zero carbon lifestyle and economy, his pioneering work merges environmental consciousness with technological innovation. He serves as a mentor and leader in entrepreneurship, guiding individuals and businesses in refining ideas and accessing grants. With a passion for driving positive change, Olaitan epitomizes the spirit of leadership and innovation in creating a sustainable future.

## Judges



### Cath Strachan

Cath Strachan CEO Scottish Business Network & Business Growth Advisor. Winner of Coach of the Year 2021. Open University Recognised Personal Career & Mentoring Coach. Mentoring- Success Accredited Coach & Accredited Business Strategy Coach.

I owned and ran a successful Executive Recruitment Company for 25yrs, and was one of the 1st companies to introduce anonymised recruitment as Best Practice with no cv's only bespoke job specific questionnaires.

I am passionate about inclusive practices and support Diversity Scotland in training and workshops, and I carry out D&I Audits

I also hold the post of CEO for Scottish Business Network, and work as the Community Director on the Govtech Project. I assess new entrepreneurs in technology and mentor them and set up opportunities for International contracts.

I am fully focused on helping Businesses, and individuals understand the importance of knowing how to run a business. As the CEO for SBN I connect Scots Ambassadors from around the world, with members to help them to grow their business network.

I am also a Board Member at Bield Housing a large social housing organisation, and look to increase my board portfolio in the coming years.



### Dushyant Sharma

Dushyant Sharma is a senior leader in the Integrated Energy industry, having working across Engineering Contractors, Business Consultancy, Major Projects and Operations. Engineer by academia, he has worked across multi-discipline teams to develop and implement Strategy, deploy technologies, improve processes, run change programmes and most of all build and maintain relationships. People development is a key passion. His key skills include: Leadership, Strategy, Programme Management, Digital, Technology, Process Improvement, Agile ways of working, Operating Models, Commercial acumen, Finance and DE&I.



### Ian Phillips

Ian Phillips has over 35 years' experience in the upstream oil and gas and climate change industries, including 18 years with oil operating companies (Shell, BP, Marathon and Ramco) and 6 years with a major service company (Halliburton).

In 2007 he became a founding Director of CO2DeepStore Limited (the worlds first pure CCS company), and in 2013 he and his CO2DeepStore colleagues launched Pale Blue Dot Energy – an energy transition business consultancy.

Having spent 6 years as CEO of the Oil and Gas Innovation Centre Ian re-joined Pale Blue Dot Energy – now an energy transition development company - in January 2020 as the Acorn Project Director. Pale Blue Dot merged with Storegga in 2020 and he became involved in developing the carbon storage and low carbon hydrogen businesses of Pale Blue Dot / Storegga.

Since October 2022 Ian has been an independent consultant in the Energy Transition space.

He obtained an M.Eng. in Petroleum Engineering from Heriot Watt University (1983), and an MBA through the Open University (1994). He is also a Fellow of the UK Energy Institute and is a Chartered Petroleum Engineer.

He has long been active with the Society of Petroleum Engineers including 2 four years periods as Chair of the SPE Aberdeen Section and as a Regional Director on the SPE International Board. He also chairs the local Young Enterprise Board, and lectures on Energy Transition on the MBA programme at Robert Gordon University in Aberdeen and at the University of Dundee.



### Thibaut Chéret

Thibaut Chéret hold a MSc in Geophysics from Strasbourg University and a MSc in Finance from University College London. Thibaut has held technical and leadership positions in Schlumberger, BG Group (now Shell) and CNOOC. Thibaut leads OEUK work for the offshore industry transition toward wind and renewables energies. Thibaut leads OEUK work to reduce emissions from offshore operations, supporting the industry commitment to achieving UK Net Zero emission reduction targets.



# Conference Host and Speakers

For more information on the speakers and their bios, visit [www.afbelive.com](http://www.afbelive.com)



**HOST:** Julianna Moats  
HS2 Systems Engineer



**Caroline Nokes MP**  
Conservative MP for Romsey and Southampton North | Parliament



**Dr Hayaatun Sillem CBE**  
CEO | Royal Academy of Engineering and Queen Elizabeth Prize for Engineering



**Dr Gopichand Katragadda**  
Founder, CEO | Myelin Foundry



**Dr Nira Chamberlain**  
Atkins Technical Fellow for Mathematical Modelling | Atkins



**Nerys Thomas**  
VP Talent Development, Inclusion and Change | Leonardo



**Yasmin Ali**  
Project Development Manager (Hydrogen) | RWE



**PANEL HOST:** Lyke Onyegiri



**Paul de Leeuw**  
Director - Energy Transition | Robert Gordon University



**Edafe Onerhime**  
Executive Director, Intelligent Automation Lead | JPMorgan Chase & Co.



**Yewande Akinola MBE**  
Vice President | Institution of Engineering and Technology (IET)



**Rahul Anand**  
Engineering Leader | Cisco Meraki



**Dr David Leiper**  
CMO | Harbour Energy



**Tariq Shah**  
CEO | Vigo Group



**Dianne Greyson**  
Non-Exec Director | Spktral



**Nicola Mathers**  
Chief Executive | Future of London



**Shakir Laher**  
Research Application Manager | The Alan Turing Institute



**Saif Malik**  
CEO, UK & Regional Head, Client Coverage, UK and Turkiye | Standard Chartered Bank





**Dushyant Sharma**  
Strategy Implementation Lead | BP



**PANEL HOST: Margot Day**  
Global General Counsel | Arup



**Marsha Ramroop**  
Founder, Director  
| Unheard Voice Consultancy Ltd



**Isabella Mascharenhas**  
Youth Social Impact and  
Anti-racism Expert



**Jo Stansfield**  
Founder and Director  
| Inclusionengineering



**Shereen Daniels**  
Managing Director | HR Rewired



**Steve Fernandez**  
Director, Midlands Civil & Structural Leader,  
Global Building Retrofit Leader | Arup



**Sarah Piscitelli**  
Technical Director | WSP



**Carmen Morris**  
Founder and Managing Director  
| Kenroi Consulting Ltd



**Professor Rafaella Ocone**  
Professor | Heriot-Watt University



**Yohanes Scarlett**  
Royal Academy of Engineering



**Jainna Bhalla**  
Multi-Award Winning Project Manager  
| Degree Apprentice



**Tolu Falade**  
Production Team Leader | bp



**Gurpreet Bansal,**  
Gurpreet Bansal, Associate Director | Tetra



**PANEL HOST: Alexander Knight**  
Award winning founder and CEO | Stemazing



**Dr Nike Folayan MBE**  
Co-Founder | AFBE-UK



**Dr Ollie Folayan MBE**  
Co-Founder | AFBE-UK



**Dr. Awai Collins- Harrison**  
Co-chair | AFBE-UK

# Future Leaders Forum



## Mohammed Taher

Mohammad, widely known as 'The Airport Guy'. Aerospace engineer and community advocate who defied early discouragement to become a beacon of hope and inspiration. As an engineering specialist at Heathrow Airport, he has not only excelled in his professional role but has also built a thriving online community, using it to empower individuals, particularly from underrepresented backgrounds, to explore careers in aviation and engineering while embracing their faith and identity. His positive impact extends beyond his online presence, as he delivers workshops and talks across the UK. Furthermore, he has earned recognition on television and in esteemed aviation magazines and has inspired countless young talents to pursue careers in the industry. Mohammad's journey from a young dreamer to an inspirational figure is a testament to his unwavering dedication and innovation.



## Mimi Nwosu

A chance encounter whilst studying for another degree brought Mimi to a career in Civil Engineering. Mimi is a Civil Engineer at Heathrow Airport within the Technical Services department focusing on Asset Management. She is a multi-award-winning Civil Engineer who was named Rising Star in 2020 at the Institution of Civil Engineers London Awards, Top 50 Women in Engineering in 2021 and Top 100 Most Influential Women in Construction 2022.

Mimi has a particular interest in concrete technology and construction and during her career worked on several projects such as HS2, using her knowledge of concrete to contribute towards projects. Alongside Mimi's role as an engineer, she has taken part in many initiatives to promote a career in engineering with TV networks such as ITV (ITV Creates), Smithsonian Channel, and BBC most recently she took part in the CBeebies program 'What's in Your Bag' to promote a career in Civil Engineering for 4-7-year-olds, as well as partnering with high profile companies to create social media campaigns.



## Ailsa Howie

Ailsa, a skilled engineer who brings her passion for precision and problem solving to her role at Rok Construction, a leading firm based in Jersey. With a keen eye for details and a commitment to excellence, Ailsa ensures that construction projects she is part of meeting rigorous standards of quality and safety. Her expertise lies in coordinating with diverse teams, managing resources efficiently, and overcoming challenges effectively. Ailsa is committed to making a positive impact through her work ensuring that each project progresses smoothly. Outside of her demanding work schedule, Ailsa enjoys spending time outside exploring Jersey.



## Darrell Njogu

Darrell is a Graduate Air Support Engineer at BAE Systems, undertaking his undergraduate degree at the University of Leicester in Aerospace engineering with a year in Industry and Foundation year. He is a part of SEO London, Fantasy Wings and attending GEEP (Graduate Engineering Engagement Program) with the RAeS. Along with being President of the East African Society and a lead peer mentor, networking and developing his peers with the experiences he has gained is at the forefront of what he does.



## Emmanuel Afolabi

Emmanuel Afolabi is the founder of a unique organisation called 'The Fest Hub', which stands for connecting Football, Education & STEM which supports professional football clubs with STEM outreach, mentoring and more as well as a civil engineer for Ramboll UK. Emmanuel played for Charlton Athletic Academy for 9 years with the likes of Joe Gomez (Liverpool FC), Ezri Konsa (Aston Villa), Ademola Lookman (Atalanta) and more before transitioning out of the game into a career within STEM. Emmanuel is also a STEM ambassador, mentor and is passionate about supporting young people.

# AFBE Live – Dinner



The dinner is a premier networking evening for business leaders, government officials, and professionals and students from all backgrounds, the academia and organisations promoting diversity and STEM careers.

The Delegate List will be available at [www.afbelive.com](http://www.afbelive.com)

### Menu

**Starter:**

Chalk Stream trout ceviche smoky adobo sauce, pickled pineapple carpaccio, coconut yoghurt mousse, salty fingers

**Main Course:**

Hoisin marinated duck breast, 5 spice pulled leg tartlet, caramelised endive, fennel carpaccio, 5 spice jus

**Dessert:**

Lemon mille-feuille, blackberry jam, blackberry gel, candied lemon peel

Tea and coffee

*There are vegetarian options available on request. Any other dietary requirements should have been identified to the organisers in advance. Please speak to your server about any specific requirements that you may have.*

## Running Order

Drinks Reception - Pickwick Suite

Dinner - Churchill Suite

18:15 - 18:50	Guest Arrival and Drinks Reception
19:05 - 19:15	Welcome - June Sarpong
19:15 - 19:25	Opening Address - Ollie Folayan and Nike Folayan
19:25 - 19:55	Starters
19:55 - 20:15	Fireside Chat with Mavis Anagboso and David Olusoga
20:15 - 21:00	Main Course
21:00 - 21:30	Entertainment - Yolanda and Special Guests
21:30 - 21:50	Dessert
21:50 - 22:10	Lee Chambers
22:10 - 22:15	Closing Remarks
22:15 - 22:20	Vote of thanks - Titi Oliyide
22:20 - 23:45	DJ

## Our Host



### June Sarpong

June Sarpong OBE is one of the world's leading inclusion speakers, educators, and Top 10 D&I executives with over two decades of professional experience in the U.K and U.S. Formerly Global Director of Creative Diversity for the BBC and the first Black woman to sit on the corporation's Executive Committee, June led the D&I strategy and implementation for the BBC's 500-million plus global audience as well as internal creative teams and external production supply chain. As part of her portfolio she spearheaded the BBC's 'Creative Diversity Commitment'; a £100 million (\$131 million) investment in diverse and inclusive TV content, with an extra £12 million (\$16 million)

infused into inclusive radio programming and podcasts. In addition to her role with the BBC, June is the founder of Diversify International Limited (DIL), a boutique consultancy firm whose clients include Burberry, Barclays, Nike, NHS, EY, Google, Unilever, Facebook, Wagamama and many more. As part of DIL's services, June also advises Founders and CEO's on DEI, strategy, delivery of culture transformation, ways to connect with new audiences and growth markets with a special expertise on Africa.

June is the co-creator of the Women: Inspiration & Enterprise Network (WIE). WIE first launched in NYC in 2010, in the UK in 2012 and then in Africa in 2014. WIE has featured leading speakers from a gamut of industries, previous participants include: Melinda Gates, Arianna Huffington, Donna Karan, Queen Rania, Nancy Pelosi, Dame Natalie Massenet, man and many more. This women's professional network has a community of over 200,000 around the world. In partnership with the United Nation's ITU (International Telecommunication Union) June was the brainchild behind the DNA Summit, an initiative aimed to bring together some of the most innovative minds in the world to generate ideas and solutions for critical global challenges, the outcomes from the DNA Summit were presented to world leaders at the G8. She is currently an ambassador for London Tech Week and is the co-creator of the EQL-ledge, an initiative supported by Hillary Clinton, which encourages the venture capital community to repurpose capital into investing in diverse founded companies.

June has enjoyed a 25-year career, which has already seen her become one of the most recognizable faces of British television, as well as being one of the UK's most intelligent and dynamic hosts. June is a media phenomenon and is the only host of her generation that is equally comfortable interviewing politicians, celebrities and members of the public. June has also taken on the world's most challenging live audiences, hosting Make Poverty History in London's Trafalgar Square and presenting at the UK leg of Live Earth, as well as Nelson Mandela's 90th Birthday celebrations in front of 30,000 people in London's Hyde Park. From 2015 -2020 June was the co-host of Sky News's flagship weekly current affairs show 'The Pledge'.

June is the author of three award-winning books published by Harper Collins on the subject of DEI, the first being 'Diversify'. Diversify shines a spotlight on groups who are often marginalised in our society, including women, ethnic minorities, those living with disabilities, and the LGBTQ+ community. Diversify uncovers the hidden cost of exclusion and shows how a new approach to how we learn, live and do business can solve some of the most stubborn challenges we face. With unshakeable case studies, research from Oxford University, and six revolutionary steps to help overcome unconscious bias, Diversify makes a compelling case as to why inclusion is the best formula for sustainable long-term growth. Her other books are 'Power of Women' and 'Power of Privilege' and 'Calling Una Marson: The Extraordinary Life of a Forgotten Icon' will be published in summer 2024,

June was awarded an MBE (Member of the British Empire) on the Queens 2007 new year's honours list for her services to broadcasting and charity, making her one of the youngest people to receive an MBE. In Nov 2020 she was awarded an OBE for her services to diversity and inclusion in the creative and media industries. June was awarded 'Lifetime Fellow' by the RSA (Royal Society for Arts, Manufactures and Commerce) and voted three years running as one of the Top 10 D&I Leaders in the Global Diversity Index.

June has worked extensively with the Prince's Trust for two decades, the United Nations and a number of smaller anti-poverty and gender equality charities.

## Speaker



### Lee Chambers

Lee Chambers is the chief psychologist and founder of Essentialise and Male Allies UK. After a diverse career, from corporate finance to building a tech company to exit, he is now focused on supporting organisations to embed and deliver effective wellbeing and inclusion. He has been featured in the Startups 100 Index, has received a Great British Entrepreneur Award, and sits on the board of CMI Women and Regenerage.

He is a Kavli Fellow of the National Academy of Sciences in the USA, the first Black British scientist to be awarded the fellowship in its 33-year history, the UN Women Changemaker of the Year in 2023, and is an ambassador for the Governments Lilac

Review for Disabled Entrepreneurship. He speaks globally on allyship and intersectionality, having taken the stage at One Young World and the Bloomberg Global Equality Summit, and is the author of the upcoming book, Momentum: Reboot Your Career, Unlock Your Potential.

He will share his experiences as a Black autistic man, and his journey to learn to walk again after acquiring a chronic illness. He lives near Preston with his two children.

## Fireside Chat



### Mavis Anagboso

Mavis Anagboso is the Global Head of Diversity, Equity & Inclusion at Harbour Energy. Her career began over two decades ago with the UK Civil Service, where she worked in various Economics leadership roles to support UK Macroeconomic policy at its highest level, working with decision-makers in the Bank of England, Ministry of Defence and Her Majesty's Treasury.

She subsequently progressed to the energy sector, working across the value chain for an operator, supplier and the Oil & Gas industry regulator. Mavis was an inaugural member of the Diversity and Inclusion Task Group set up in 2019 by Oil and Gas UK to drive inclusion in the UK oil & gas industry.

She is co-founder of a Scottish charity, Africulture, set up to drive cultural integration in Scotland. Mavis is a non-executive director of the Scottish Government Initiative, Developing Young Workforce, North East (DYW-NE). She lives in Aberdeenshire with her family and, outside work, is a keen hillwalker and amateur sailor.



### David Olusoga

David is a British-Nigerian historian, author, presenter and BAFTA winning film-maker. He is Professor of Public History at the University of Manchester and a columnist for The Observer. He writes also for The Guardian, The New Statesman, The Voice and BBC History Magazine.

He presents the long-running BBC history series A House Through Time and wrote and presented the award winning series Black & British: A Forgotten History, Union with David Olusoga and the BAFTA winning Britain's Forgotten Slave Owners. Among his other presenting credits are The World's War, and The Unwanted: The Secret Windrush Files, Extra Life, a Short History of Living Longer and the landmark BBC arts series Civilizations.

# Our Entertainment



## Yolanda Brown and Special Guests

YolanDa Brown is a double MOBO Award winning artist, her music is a delicious fusion of reggae, jazz, and soul. She has toured with The Temptations, Jools Holland, Billy Ocean and she's currently composing music for the iconic Sesame Street.

YolanDa is Chair of BPI (BRIT Awards / Mercury Prize). A music education champion, YolanDa was Chair of Youth Music for six years, sits on the Arts Council National Council, in 2024 she was appointed by Prime Minister Rishi Sunak to sit on the arts and media honours committee, a trustee of PRS Foundation and a Prince's Trust ambassador.

A BAFTA nominated broadcaster, her CBeebies series "YolanDa's Band Jam" won Royal Television Society NW Award - Best Children's Programme. On the airways she presents on Jazz FM, Scala Radio, Magic FM, and BBC Radio 4.

YolanDa loves to drive fast cars around racetracks in her spare time and can even rattle off a Rubik's Cube in around five minutes (on a good day).

A real renaissance woman set to reach new heights.



## DJ Obediah

DJ Obediah has been a sound man for over 40 years, sharing his love and vast eclectic collection of music of Black origin with audiences at live dances, special occasions and through his radio shows. He has hosted shows on Radio Bedford Calabash, Floradio, Perception FM. He is now the host of the Roots & Culture Show on Imperial Voice Radio, a digital radio station broadcast out of Fairfield House in Bath, the former home of His Imperial Majesty, Emperor Haile Selassie, during his exile to Britain between 1936 - 1941. DJ Obediah seeks to inspire and educate through his passion for Black history and achievements and entertain, spreading good vibes through his music.



## What we do

We promote greater achievements in education and engineering through our programmes and activities which are led by senior engineering and technology professionals.

Our year-round programmes are designed to promote our vision and address the challenges facing students and professionals of ethnic minority origin in the engineering industry in the UK.





*NextGen LEGO Coding session at the Aberdeen Science Centre – Robot programming*

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

## Schools

The NextGen and Making Engineering Hot (MEH) programmes use role models to bring engineering careers to life for school children from the ages of 6 to 18 years old.

We believe that young people should be empowered to make informed decisions about their future. Our tailor-made workshops are a resource for teachers and careers advisers. The time spent with students is used to inform, enthuse, and motivate all who attend. We also partner with engineering employers to give young people exposure to engineering careers, through work experience.

NextGen aims to create a positive perception of engineering among young people by presenting it in an exciting, vibrant, and informative way. Our focus is to promote engineering to young people in primary and secondary schools within under-represented communities in Scotland.

Inspired by the AFBE-UK Making Engineering Hot (MEH) campaign in England, NextGen seeks to provide STEM careers inspiration for young people and to support teachers in delivering information that helps students understand the range of modern engineering career paths and the value employers place on STEM subjects.

### How to become a Making Engineering Hot or NextGen champion

Becoming a role model is simple and not demanding. Our role models come from a variety of backgrounds, ranging from students to experienced engineers and are of all ethnicities. Participation in our events can be a presentation on your career path, a project or you can simply assist in a workshop or actively mentoring a group of young people on a weekend.

Being a role model also counts as a competency for engineers applying to become a chartered engineer.

### How can my organisation get involved?

We believe that the best way to attract the future diverse workforce is by engaging with them as early as possible. Engineering is vast and it is often difficult for young people to navigate. Your participation can offer them an insight into the business world. These range from participation in our workshops to offering work placements.

Register your interest by emailing us at: [meh@afbe.org.uk](mailto:meh@afbe.org.uk) and [Nextgen@afbescotland.org](mailto:Nextgen@afbescotland.org)



# Universities

Enabling Aspirational Students for successful entry within the Engineering industry and Supporting companies to discover a hidden pool of engineering talent are key to ensuring a more diverse workforce. There are a number of programmes AFBE offers that cater specifically to university students including Transition and Real Projects.

## Transition

Transition is a series of workshops to prepare students for the world of work.

Each workshop features:

- Individual Interviews and immediate feedback by industry professionals.
- Group work role plays mirroring the real corporate company interview procedure.
- Opportunities to get internship/graduate recruitment offers.
- Offers for top performers to have job application make overs free of charge by AFBE-UK.
- AFBE-UK enrolment and subsequent access to all the networking / advice experienced engineers can provide.

### How to get involved with Transition

**Students:** Register to attend an event by checking out our events page for upcoming events.

**Engineering Professionals and Companies:** Volunteers at Transition event and Companies host events

### How can Transition support your company sustainability targets?

- The scheme provides a wider pool of talent who are better equipped to take on job roles.
- Contact with talented diverse students who would be great investment for the future.
- We provide certificate of participation to all participating companies and individuals which can be used as evidence to support your diversity and sustainability targets.

Become a corporate member of AFBE-UK, sponsor a Transition programme

Email us at: [transition@afbe.org.uk](mailto:transition@afbe.org.uk) and [transition@afbescotland.org](mailto:transition@afbescotland.org)

## Real Projects

Knowledge exchange between professionals and students on current relevant engineering topics.

Real projects is held during university academic term time and is open to students and professionals with a keen interest in engineering projects, developments, and best practices. Our vision is to empower engineers to understand the challenges in the industry today.

Each event features:

- Technical lectures.
- Interactive sessions.
- Seminars on current relevant engineering topics.
- The talks are presented in a lunch and learn format.

### How to get involved with Real projects?

- Professionals and Companies can volunteer as a speaker(s) on a topic of interest
- Host a Real Projects seminar in your organisation.
- Sponsor a Real Projects seminar.

Contact Real Projects: [realprojects@afbe.org.uk](mailto:realprojects@afbe.org.uk) or [realprojects@afbescotland.org](mailto:realprojects@afbescotland.org)





## Professionals

We offer several programmes for our professional members. In addition to mentoring we offer Round Table seminars, Chess club Workshop and our leadership programme.

### Mentoring

Mentoring is important for individuals aiming for career excellence. Access to industry mentors is vital on the trajectory to the top.

There is currently a lack of ethnic minority industry mentors providing support networks to engineering and technology professionals. Our 2-tier industry mentor-protégé programme works with university and college students as well as professionals, to provide positive role models for to university students and early career professionals and seasoned professionals. With positive communication and encouragement, we guide these individuals to embrace engineering and technology as their profession of choice.

We welcome mentors who are industry professionals and students of all ethnicities. The objective is to raise aspiration, build confidence and increase the representation of ethnic minority groups at all levels including management in engineering. We provide training to all mentors

A key summary of our activities and collaborations

**The Accelerate 25 Programme:** The Accelerate 25 programme is a mentoring program run in partnership with Mercedes-AMG PETRONAS Formula One Team with the aim of increasing diversity within Motorsport. The programme 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.

**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.

### Looking for an Industry Mentor?

All our mentors are professionals and provided with an induction to assist with their mentoring sessions. They can assist and support on making decisions, reviewing your CV in advance of an application, helping you prepare for an interview, informal support towards your chartership and fellowship application or even progressing to a different role within or outside your organisation. We connect individuals with discipline specific mentors who can provide invaluable advice and connections.

If you are interested in becoming an Industry mentor or looking for a mentor, please contact us at:

[mentoring@afbe.org.uk](mailto:mentoring@afbe.org.uk) or [mentoring@afbescotland.org](mailto:mentoring@afbescotland.org)

### Round Table

Roundtable launched in 2018. It enables cross industry knowledge and experience sharing for career progression amongst engineers within industry.

The Roundtable events are ideally aimed at professionals but may also be useful for new graduates or students undertaking an internship or placement.

These events have an objective to allow people to share their experiences and concerns about a chosen topic in a safe, confidential setting. The aim is to facilitate progression and personal career goals achievement. Roundtable enables members to build a network and allow cross industry knowledge sharing as well as experiences from different career levels. Topics like Microinequities in the workplace, bullying and harassment and what to do are discussed.

### Chess Club

Chess Club launched in 2019 to develop strategic thinking for AFBE-UK professionals on their next career move, and the event is open to anyone interested in taking the next step in their career.

Typically four dynamic speakers are lined up, who each give their own unique perspective on the main factors we all need to be considering to aid in the strategic development of our professional and academic lives.

Topics like "Introduction to Negotiation and Business Wargaming" provide our audience with the opportunities to understand the fundamentals of negotiation so that they can develop a confident approach when next they are in negotiation.

## Leadership

The AFBE Leadership programme was established in the winter of 2019 as a response to the underrepresentation of people of colour at corporate leadership level in most companies and organisations. The AFBE Leadership program had one vision and that is to see people of colour transition from mid-management, senior technical and lead roles in their organisation/career into executive and senior management roles.

To achieve this vision, TRANSCEND Training Programme was created by a mix of senior professionals in AFBE Scotland UK with the aim to inspire effective leadership and encourage transition into executive and management roles.

The TRANSCEND Training Programme addresses 9 relevant leadership topics over 10 weeks with a total of about 32 hours, worth of content which include:

- Leadership communication
- Unconscious bias
- Calling out and buddying up,
- Limiting behaviours and so on.)

These sessions are member led as it is important to create a safe space for the participants to truly express themselves and come out motivated to transcend their careers to the next level.

## Organisations

Research conducted by leading Engineering bodies show that people of black and minority ethnic origin are underrepresented in technical apprenticeships and in the engineering profession (9%).

Our advisory and consultancy services include sharing our ideas and communicating examples of best practice in engineering education and recruitment of diverse talent. AFBE are actively researching and publishing papers on the demographics and destinations of ethnic minority individuals aiming to pursue careers in engineering and technology after graduating from university. With this we continually increase our knowledge and use this as a means of improving business practice.

Whether you are a SME or global organisation with a local reach, we provide businesses with a wide range of diversity strategy solutions. We will tailor our services to suit your requirements using our working agreements. We support businesses in meet your DEI targets by providing mentoring, training, support, and avenues to reach out to underrepresented communities through our programmes. We also universities and other third sector organisations to enable their students to be prepared for a smooth transition to the engineering industry, help and advisory roles for research grants. We also offer one to one support sessions for company leaders, reverse mentoring, group coaching sessions, targeted talks, and workshops.

Many organisations seek to develop clear strategies and charters when considering diversity. We work as an independent advisor to understand and support these strategies and ensure that they are reflective of the EDI concerns of employees where there is an employee resource group within the organisation.

Check out our Engineering Ethnicity Index is a definitive indexing tool for engineering companies to measure their progress on racial and ethnic inclusion in the workplace. Employers gain the most from the Index when they utilise it as a framework for development.

# AFBELive Sponsors



## Diamond Sponsor Cisco Meraki

At Cisco Meraki, our intuitive platform enables organizations of all sizes to deliver customer and employee experiences at scale. To provide best-in-class technologies to our customers, we've created an unrivaled company culture for our employees. One that is collaborative, flexible, and inclusive and provides employees with the autonomy to develop technology that's intuitive, secure, and accessible for everyone.

Motivated by our commitment to building an inclusive future for everyone, we harness our technology, personnel, and expansive networks to confront society's most significant issues. We're proud to sponsor The Association for Black and Minority Ethnic Engineers 2024 conference, reaffirming our commitment to diversity and representation in engineering. Together, we're ensuring every voice is valued.



## Next Big Idea Sponsor Amazon

Amazon.com was founded in 1995 with the purpose of becoming "the world's most customer-centric company." "We obsess over our customers and every day we develop ideas, services, and products that improve the lives of millions of people around the world.

Amazon's Global Engineering Services (GES) is at the heart of delivering logistic buildings such as Fulfillment Centers to our Global Operations Organisation. We manage the entire project lifecycle, which includes planning, design, execution, and integration of our buildings. At GES, we equip our buildings with cutting-edge technology to manage and support the timely delivery of vast selection of products to our customers.

Amazon is proud to sponsor the Next big Idea competition in this year's AFBE Live. We are excited to discuss how we think big and are at the forefront of transforming the future for our customers



## Gold Sponsor GSK

GSK is a global biopharma company with a purpose to unite science, technology, and talent to get ahead of disease together. Find out more at [gsk.com](https://www.gsk.com)



## Silver Sponsor Harbour Energy

Harbour Energy is the largest London-listed independent oil and gas company. We have a leading position in the UK as well as interests in Indonesia, Vietnam, Mexico and Norway. Our strategy is to continue to build a global, diversified oil and gas company focused on safe and responsible operations, value creation and shareholder returns. Across our operations we are committed to achieving our goal of net zero greenhouse gas emissions by 2035 with respect to our scope 1 and scope 2 emissions. In addition, we are well positioned to use our existing skills and infrastructure to help deliver the UK's CCS goals and more broadly the country's emissions reduction targets.



## Bronze Sponsor IET

The IET is Europe's largest professional membership body for engineers and technologists with over 156,000 members across 148 countries worldwide. Our vision is to engineer a better world and we use our influence, knowledge and expertise across the globe to champion the role engineering and technology plays in the future of our society and our planet.

As well as supporting and developing engineers throughout all stages of their career, we influence industry to embed engineering excellence and professionalism into everything they do. We are trusted to develop and share impartial knowledge that advises and supports the advancement of engineering related policy, and we help wider society better understand some of the most pressing global engineering challenges such as climate change.

As a registered charity, we strive to inspire the next generation to embark on a career in engineering and technology, and do this through a range of educational programmes and public relations and engagement campaigns.



## Bronze Sponsor IMechE

The Institution of Mechanical Engineers provides life-long learning opportunities for our 115,000 members, many of whom will achieve professionally registered status.

We provide the opportunity to meet, exchange ideas and innovate. We support our members and the wider engineering community to develop their skills throughout their careers.

Thanks to this, engineers and technicians are developing outstanding technical solutions to many global challenges, showing how we strive to improve the world through engineering. We support mechanical engineers through the entirety of their career journey. Our priority is to encourage our members to develop their professional and personal skills so they can achieve their career goals.

We aim to promote the huge contribution that mechanical engineers make to society at large. We harness the expertise of our members to influence government policy and be a trusted source of advice to the media and other key stakeholders.



## Bronze Sponsor Leonardo

Leonardo is one of the UK's leading aerospace companies and one of the biggest suppliers of defence and security equipment to the UK Ministry of Defence. The company operates from seven main sites across the country, employing around 8,000 highly skilled people. Globally, Leonardo is among the top 10 world players in Aerospace, Defence and Security, with more than 49,000 employees.



## Bronze Sponsor Microsoft

Microsoft enables digital transformation for the era of an intelligent cloud and an intelligent edge. We believe that when we empower every person and every organisation on the planet to achieve more, we empower the world. Diversity and inclusion are critical for realising this mission. By weaving D&I into everything we do, we spark the innovation necessary to drive business results. When employee lived experience is positive, everything else gets better, including customer experiences and product innovation. We work to foster a tech community made up of people with many different experiences, perspectives, and backgrounds, and we partner with suppliers who are committed to increasing diversity throughout their organisations.





## Bronze Sponsor Mott MacDonald

Mott MacDonald is an employee-owned global engineering, management, and development consultancy with over 19,000 people providing world-leading expertise.

Our purpose is to improve society by considering social outcomes in everything we do, relentlessly focusing on excellence and digital innovation, transforming our clients' businesses, our communities and employee opportunities.

We solve social, environmental, and economic challenges, help governments and businesses plan, deliver, and sustain their strategic goals and respond to humanitarian and natural emergencies.

Around the world, our engineering, development, and management specialists are pushing boundaries to make positive differences for our clients and their customers: combining digital technology and sector insights to transform delivery and outcomes; tackling climate change by cutting carbon and developing resilience; and making sure projects are socially inclusive: we know from experience that inclusive projects deliver the best results for everyone, our clients too.

We're aware of the lasting and potentially far-reaching impacts of our work, which encompasses new infrastructure for transport, energy, water and the built environment, improvements to existing systems, and education, health, and social development projects – all enriching daily life for users. For every project, we provide the blend of talent needed to create the right result: appropriate, reliable, cost- and resource-efficient, safe and swift to deliver and operate.

Engineering. Management. Development.



## Bronze Sponsor National Grid

National Grid plays a vital role in connecting millions of people to the energy they use, while continually seeking ways to make the energy system cleaner, fair and affordable.

We own the high-voltage electricity transmission network in England and Wales, and the electricity distribution network across the Midlands, South West and Wales. We're responsible for making sure electricity is transported safely and efficiently from where it's produced to where it's needed.

National Grid Ventures develops, operates and invests in large scale energy projects, technologies and partnerships across the UK and US to help accelerate the transition to clean energy.

### Opportunities

National Grid Electricity Transmission is at the heart of that energy transformation – investing around £1.3bn each year to adapt and develop our transmission network to connect new sources of low carbon and green energy to our homes and businesses.

There's never been a more exciting time to join the energy sector and we're looking for people who are full of enthusiasm to help us build and run a greener, cleaner energy system for the future.

Across the National Grid Group whether you're at school, studying at college or university, a graduate, looking for a career change or for your next move in the energy sector, take a look at what we have to offer.

We have a wide variety of engineering roles that are field and non-field based, including many roles that support the business and central functions such as finance, procurement, human resources and more.



## Bronze Sponsor EKO

The Defence Nuclear Enterprise (DNE) offers an array of challenging, stimulating and dynamic jobs and STEM learning. We embrace talented and ambitious individuals. This is a genuinely exciting time to join the Defence Nuclear Enterprise (DNE) if you want to be at the heart of real Defence issues. You will get to work on a high profile and distinctive portfolio which is rarely out of the news and have a unique insight into the captivating world of nuclear.



**Bronze Sponsor**  
**Petrofac**

Petrofac is a leading international service provider to the energy industry. Our teams design, build, manage, operate and maintain offshore and onshore facilities upstream, downstream and across the renewables sector, enabling our clients to meet the world's evolving energy needs. We have more than 40 years' experience of safe and reliable project execution, underpinned by a cost effective, local delivery model along with training and competence solutions that support safe, skilled and competent workforces globally. With around 8,500 employees, representing more than 85 nationalities, Petrofac operates out of seven strategically located centres and has a further 24 offices worldwide.



**Bronze Sponsor**  
**The Royal Academy of Engineering**

The Royal Academy of engineering is a charity delivering public benefit, a National Academy providing progressive leadership, and a Fellowship bringing together an unrivalled community of leaders from every part of engineering and technology. Together we are harnessing the power of engineering to build a sustainable society and an inclusive economy that works for everyone. Fostering talent and diversity for a world-leading and truly inclusive engineering workforce which delivers inclusive designs and solutions is at the heart of our strategy.



**Bronze Sponsor**  
**Wood**

Wood is a global leader in consulting and engineering, delivering critical solutions across energy and materials markets. We provide consulting, projects and operations solutions in 60 countries, employing around 35,000 people. [www.woodplc.com](http://www.woodplc.com)



**Bronze Sponsor**  
**Red Bull**

Since its Formula 1 debut in 2005, Oracle Red Bull Racing's mission can be encapsulated in one simple phrase - to win and to do it differently. Inclusion is at the very heart of our culture, enabling us to optimise our Team, sport, and fan experience across the globe. In March of 2023, we joined the Association of Black and Minority Ethnic Engineers (AFBE-UK) to help us on our Drive for Change, Diversity & Inclusion Programme and it is the work of our Cultural Inclusioners (employees) that see us take part in AFBE Live for the first time in 2024.



**Bronze Sponsor**  
**Royal Air Force**

The RAF is committed to promoting and developing equality, diversity, and inclusion within the Service. We believe the talents and skills of individuals from different groups make for a more effective, resilient, and tightly bonded RAF. We are thrilled to announce our sponsorship of AFBE-UK's flagship national conference, bringing the significance of diversity and inclusion.



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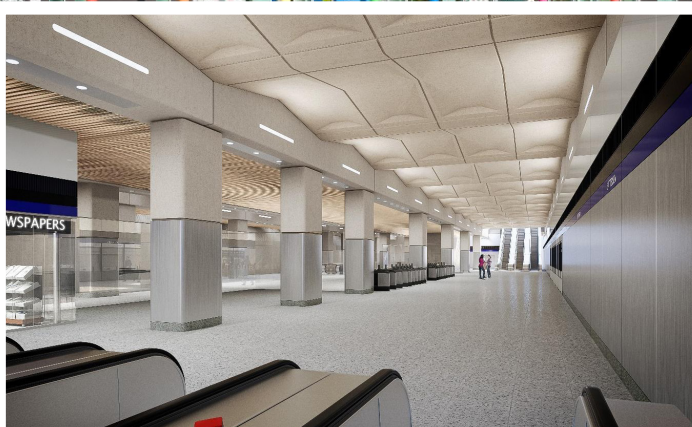
Standard Chartered Bank is a leading international banking group, with a presence in 60 markets and a heritage spanning more than 160 years. We are committed to driving commerce and prosperity through our diverse range of banking services and innovative solutions. At Standard Chartered, we offer a comprehensive suite of financial products and services, including retail banking, corporate and institutional banking, wealth management, and more. With a focus on sustainable finance and digital innovation, we strive to empower individuals, businesses, and communities to thrive and grow in a rapidly changing world.

# AFBELive Strategic Partners

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## Some of the AFBELive organising committee



**Titi Oliyide**  
Senior Process Safety Engineer,  
Supercritical



**Akin Adegbenro**  
Lead Systems Engineer



**Zainab Adigun**  
Senior Structural Engineer



**Denis Pinto**  
Managing Director & Owner,  
Caledonian Flow Systems Limited



**Thandeus Anim-Soumah**  
Engineering Manager, Croda



**Onyinye Iloanugo**  
Trainee Application Developer,  
Baillie Gifford



**Tekena Jim George**  
Subsea Engineer, Equinor



**Ebere Omartins**  
Project Coordinator



**Olayinka Ayo**  
Electrical Engineer



**Abdulazeez Bello**  
Subsea & Pipeline Engineer



**Dr. Ismaila Ibrahim**  
Business Development Manager



**Simon Desir**  
Engineering Intern, Siemens Mobility



**Michael Koma**  
Cell Design Engineer



**Hayyaan Bashir**  
NextGen Programme Officer, AFBE-UK



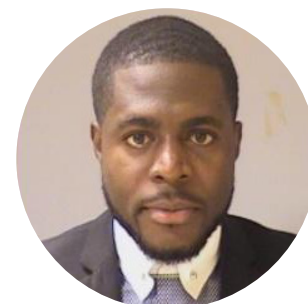
**Michelle Ondah**  
Membership Engagement Officer,  
AFBE-UK



**Ndubisi Ugonabo**  
Communications and Administrative  
Officer, AFBE-UK



**Jacqui Olusoji**  
Data Analyst, SLB



**Ibim Diri**  
Head of Transition Programme,  
AFBE-UK

# 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 questions 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 be a mentor to others.
- **Networking:** There are a lot of networking opportunities because we have several 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 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 can also actively search our CV membership database for potential employees.

## 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 ethnic minority 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 ethnic minority origin in our communities. Our mission is to display the vast array of engineering and technical talent available in the community in the UK. Our Vision is to function as a representative body on issues and developments that affect the careers of ethnic minority engineers and 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 passion for the engineering industry.

## 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 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. We also receive grant funding from organisations.

## 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](mailto: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.**

"I commend the Association for Black Engineers UK (AFBE-UK) for its tireless efforts to promote the engineering profession, especially to young people of Black and Minority Ethnic (BME) backgrounds in the UK. This work is an excellent example of encouraging partnership between stakeholders in the engineering communities and supporting young people as they embark on a range of exciting career paths in science and technology."

*Sir Vincent "Vince" Cable MP,  
Secretary of State for Business,  
Innovation and Skills (2012)*

"We are delighted to have joined the Association for Black and Minority Ethnic Engineers UK. As part of our Accelerate 25 programme and commitment to improving diversity within our team and our sport, we have begun to identify organisations who can provide valuable knowledge and support as we raise our efforts on this journey."

*Paul Mills, Chief People Officer  
at Mercedes-AMG Petronas F1,  
speaking on Accelerate25 (2020)*

"Reaching out to our pupils to help them understand the exciting industry on their doorstep and to create aspirations at such a young age is a fantastic approach from AFBE-UK. This programme will not only inspire a new generation of industry leaders in Aberdeen but will also help break down barriers in the field of engineering and encourage more inclusivity in the sector."

*Councillor Angela Taylor,  
Aberdeen City Council,  
Education and Children's  
Services Convener (2016)*

AFBE-UK has brought a voice and built a new and needed network for but not exclusively Aberdeen's African, black and minority ethnic engineers within the oil and gas industry, while encouraging and supporting the next generation through a range of initiatives"

*Elaine Maslin, Europe Editor of  
Offshore Engineer magazine*



[www.afbe.org.uk](http://www.afbe.org.uk)

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