

# D2 makes EDI Charter pledge in commitment to equality, diversity and inclusion

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Rail consultancy firm **D2** has launched a new Equality, Diversity and Inclusion (EDI) action-plan as part of its drive to ensure that all employees are treated with fairness and respect in the workplace.

Its new EDI plan includes signing and contributing to the Women in Rail/Railway Industry Association (RIA) Equality, Diversity and Inclusion Charter.

Launched in 2020, the Charter reflects the commitment of the UK railway sector, the Railway Industry Association, Women in Rail, and signatory companies, to champion equality, diversity, and inclusion, and to work together to build a more balanced, fair, and high-performing industry.

**D2** joins a host of signatories, ranging from HS2 and LNER to The British Transport Police.

It is demonstrating its own commitment through a range of activities and initiatives, including a newly launched EDI working group. Representing a cross-section of the business, this diverse work group will ensure that all employees are represented, and that their opinions and concerns are heard.

A member of D2's senior leadership team, Sarah Barnes, has also been appointed 'EDI Champion' for the business. Sarah has pledged to lead by example, ensuring that equality, diversity, and inclusion are at the forefront of its strategic business discussions.

In addition to this new working group, D2 recently held its first company-wide EDI survey – the results of which will be used to implement strategic change and return positive results. With accountability high on the agenda, it has since committed to issuing bi-annual surveys, assessing and monitoring results, and publicly reporting its progress.

The surveys will also inform ongoing training sessions, designed to tackle unconscious bias and negative behaviour in the workplace. An initial session, held earlier this year, focused on identifying and addressing biases. Taking the form of a facilitated discussion workshop, it saw a trainer deliver a targeted technical review, and offer practical advice on overcoming bias.

These commitments are underpinned by D2's EDI strategy document, which includes key measurable short and long-term targets, and a clear action plan for achieving them. D2 has incorporated these targets into its overall business plan – a move that demonstrates their strategic importance.

Explaining D2 Rail's EDI strategy and its commitment to the Women in Rail/RIA EDI Charter, Sarah Barnes, D2 Rail Collaboration Lead and ED&I Champion says:

"We are on the path of our EDI journey and working hard to make our employees feel empowered to act decisively. We believe it is vitally important to create an inclusive environment for all our people to flourish and help build a better rail sector for all of us to work in.

"By signing the EDI Charter and producing a strategy document with clear outputs we are putting the topic at the forefront of our business and promoting innovation, agility and positive change in the rail industry. It is exciting to be taking this journey to see the benefits that equality, diversity and inclusion can yield for both D2 Rail and the wider industry."

To read the full Women in Rail and RIA EDI Charter visit: <https://womeninrail.org/edi-charter/>

*Photo credit: D2*