



AFBE-UK

Inspiring People Of BME Origin In Engineering

2020 Annual Report
& Newsletter

January 2021

Inspiring People of BME Origin in Engineering



Table of Contents

The Implausible story of 2020	2
About us	4
Schools	6
NextGen in 2020	7
The MEH Challenges of 2020	11
Universities	12
Transitioning in 2020	13
Talking about Projects in challenging times	14
Industry	18
Your Future Growth in Industry	19
Leadership	20
Mentoring during a Pandemic	21
And in Scotland	22
Conference 2021 here we come!	25
Leonardo becomes the first aerospace and defence company to forge links with AFBE-UK	26
AFBE-UK and the Hamilton Commission	27
Member's news	29
Member of the year award	33
Getting Involved	37

The Implausible story of 2020



The Nigerian author Chimamanda Ngozi Adichie once spoke of being told by a writing tutor that a story she had written of a middle-class African family was inauthentic. She was met with reactions of disbelief when she revealed that the story was actually autobiographical.

The same could easily be said about 2020. It was in every respect implausible, a year in which world stayed at home, a year in which we lost nearly 2 million lives as a result of the coronavirus pandemic. Before the lockdown and social distancing were imposed, the energy sector was experiencing something of a resurgence having just come out of the downturn of 2014 – 2018, the lockdown and concurrent oil price drop plunged the industry back into another trough, projects were shelved within days of the announcement, many were furloughed and job losses inevitably followed.

For those fortunate enough to still be employed and their project managers, the challenge was understanding what could or could not be carried out in a virtual space and how efficiently, businesses and their employees were coming to terms with remote working while also home-schooling their children; teams and zoom meetings increased, I remember receiving work emails at midnight!

Work culture?

Prior to all of this in early March, I had observed in an interview with Energy Voice that diversity is often the first casualty when companies face challenging times and as an advocate who has been buoyed by the seemingly increased openness within our sector, I wondered with concern what

impact this lockdown might have on the advance made in recent years. With time it became clear that we had learned lessons from previous crises.

The merits of remote working were obvious from the start; this fact was eloquently articulated by Naomi Ishisaka of the Seattle Times who wrote that

“Coronavirus shows everyone what people with disabilities have known all along”

In what would seem unlikely, events helped bring us together as a society particularly as we celebrated our heroes, some from hitherto ignored groups. Take Captain Tom Moore who showed that even at 99, it is possible to inspire millions and raise tens of millions, or the NHS staff for whom we clapped on evenings, a workforce who were perfectly epitomised the truth that a diverse workforce is an essential part of dealing with a crisis, these were positives we must never forget. Sadly, there were also reminders of ingrained inequalities that still exist in our society.

A review by Public Health England showed clear evidence that COVID-19 does not affect all population groups equally. This crisis had a disproportionate effect on people from black and minority ethnic backgrounds, people of Asian, Caribbean and other black ethnicity had a 50% higher risk of death compared to White British. A subsequent report argued that racism, discrimination, and social inequality may have contributed to this increased risk.

George Floyd

Turning points are often result from a confluence of factors and this year, the fact that the killing of yet another black man in the US was caught on camera from the start, at a time when we were all able to see it from our homes probably explains the intensity of the outrage that followed and the sense that it was not just a black problem but a societal one. It changed the discourse around race in our industry too; never have I seen leaders boldly call for change in the way that we saw in 2020. As an organisation that has been talking about these issues for 13 years, AFBE-UK got busy, we produced the ACCESS-A plan, a starter for 10 for companies thinking of practical ways to address racial inequality.

Since June I have had spoken at more than 30 events on the issue of racial parity, it has been encouraging to see company leaders being prepared to have the difficult conversations, it has been good to see the effect on their employees, even at a time when difficult decisions are being made around redundancies. The increased emphasis of rooting out racism is also reflected in the fact that many companies have become members of AFBE-UK. AFBE-UK Scotland also won a GRIT award, organised by Houston-based, Pink Petro with ALLY Energy.

Going Online and Collaborations

For AFBE-UK, 2020 demanded a change of approach – but no let-up in our activities:

Our STEM outreach programme team **NextGen** switched from school visits to online events from April, covering subjects from coding to forensics in multiple presentations to young mentees we collaborated successfully with Baker Hughes, WSP in the UK, Spirit Energy and Shell to run the **Transition** programme, an initiative aimed at preparing university students for the world of work. Like NextGen, these sessions drew great testimonials.

During one of our online sessions an attendee shared her story.

Our **Real Project** sessions reflected the energy transition and the power of big data – two of the most important aspects of

our sector's future – and experienced professionals offered insights on projects they had worked on.

We unveiled our **mentoring programme**, and extended our mentoring objectives beyond the UK by forging a partnership with Zambian-based mentoring group **When Females Lead**.

We sought to address the problem of BME under-representation at the highest levels of companies by launching the **leadership programme** led by Dr Roy Bitrus: we've interviewed many senior leaders from minority ethnic backgrounds, and in 2021 will be rolling out a set of modules designed to equip BME people for leadership roles.

One of my highlights this year was hosting a Black History Month (BHM) event titled Racial Parity in Engineering – The stories behind the Statistics, this event was jointly hosted by AFBE-UK and the Royal Academy of Engineering. We listened to a powerful introductory speech by the CEO of the Royal Academy of Engineering, Dr Hayaatun Sillem CBE. Dr Sillem outlined practical steps for leaders to improve racial parity. She said leaders had to

“Face-up to the internal blocks that they might have” and “try to draw from existing good practice and where they do not exist yet, work to create new good practice”

Dr Sillem is right; I attend diversity events where there is little genuine desire to engage with the inconvenient truths about racism, often opting to speak in generic terms. I hear “woke- sounding” CEOs whose actions do not match the rhetoric; these concern me.

¹ Black representation on the boards of engineering companies is still less than 0.5%

2021

As we look forward to our 10th year in Scotland, the jury is still out on the answers to the questions inspired by that BHM event. Will we retain the practices so readily adopted in 2020? By what measures shall we track the progress made since the tragic murder of George Floyd? How do we curb the inevitable backlash from those who fear this has all gone too far?

I am determined that these questions do not go unanswered. How else does one make sense of such an implausible year? Regards,

Dr Ollie Folayan CEng, FIChemE
Cofounder, AFBE-UK
#bepartofsomethinggreat

About us

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



Welcome to our 2020 Annual Report



What a year that was! COVID-19, global protests, 5G, Black Lives Matter and ENDSARS to name a few. The theme of this year's newsletter is *Reflections*. As I reflect on 2020 and the many challenges it brought, in particular its relevance to global inequalities and structural issues around racism what really struck me was that this was a unique moment. For the first time it appeared that the concept of Ubuntu (I am, because you are) was demonstrated across the globe.

For us at AFBE-UK, this year has been extraordinary. Despite the challenges AFBE-UK continued to support our membership and influence industry leadership as well as government. We doubled our efforts to attract more young people into the engineering sector extended our inspirational activities to online STEM classes. We launched a digital gaming experience for primary and secondary school children in a bid to shine a light on the unexpected heroes in engineering. In response to the tragic events in the US, we produced an ACESSS.A action plan to support industry which has been used by many engineering organisations to begin the conversation around racism. We welcomed a range of organizations to the AFBE-UK family from defense, gaming, consultancies, universities, aerospace and motorsports. As an organization run by professionals working in industry our passion to spread the engineering message, to attract a more diverse talent is even stronger as during this time we witnessed the huge contributions engineers continue to make during a pandemic. This time has established even more the importance of providing platforms for access, exchange of information and communication between the community and the engineering industry.

For our member of the year award this year it is fitting to recognize the efforts of all our executive board members in general. However, I would like to commend the AFBE-UK Scotland executive board members who worked tirelessly through the pandemic to enable change. Our star team award goes to Dr Urenna Adegbotolu and Mo Oyetunji who gave us one of our best inspirational opportunities for our young people in 2020. Congratulations to you all!

2021 will of course bring its own set of unique challenges as we battle new strains of COVID-19, continue to champion inclusion within engineering and hope for lasting change on diversity issues. We as always will continue to care for our members who are at the heart of everything we do. As we continue to advocate for inclusion within engineering, we will pay attention to backing the need for legislative reforms on ethnicity pay gap reporting and how we can attain more leadership opportunities for our members. Our theme this year is **Stepping up and Progress**. It is our hope that the articles in this newsletter will encourage you to support our mission to change the world through engineering

Regards,

Dr Nike Folayan MBE (PhD, CEng., FIET)
Chair, AFBE-UK



NextGen in 2020

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 underrepresented communities in Scotland.

2020 is a year that will be remembered - not only by the people in this generation but by people of other generations yet unborn. This year has taught us to appreciate life, health, peace, joy, good news, family, company, and income no matter how little. It has also taught us to appreciate the often-forgotten things we sometimes take for granted, sometimes regards as liabilities, and appreciate them as big assets. It has taught us that the world is really a global village as echoed in the early 2000s due to the advent of the internet.

The COVID-19 pandemic across the world meant that AFBE-UK NextGen had to review our year 2020 plans and act accordingly. Following the closure of schools due to the COVID-19 situation, NextGen team had to move online with STEM activities specially customized for the budding Scientists, Engineers, Technologists and Mathematicians. This reorganization was aimed at keeping the young people engaged with STEM during lockdown. A big thank you to all our great NextGen volunteers for your resilience and smartwork of changing a world challenge into a great opportunity to encourage young people, increase STEM awareness and participation amongst school aged children particularly 8 -16 years.

NextGen STEM School Events

We had 6 schools initially registered for NextGen2020 as at February 2020. The NextGen 2020 Campaign started on a very high note with our first visit to Broomhill Primary School, Aberdeen on the 20th February 2020. There were over 20 STEM ambassadors and volunteers at the school and about 64 school children in attendance. One of the NextGen sponsors, Canadian Natural Resources International Ltd, CNRI had a staff member, Paul Hunter give an amazing insight into his life as an engineer during his presentation titled **'A day in the life of an Engineer'**.

As a result of the COVID-19, the physical visit to the next school, Westpark Primary School on 20th March 2020 was cancelled after much planning and deliberation about the Health and Safety of the school children, school staff and NextGen volunteers due to the rise in COVID-19 cases in the UK. The Westpark Primary School chose a new date but was also offered the opportunity to participate in the online NextGen STEM event which was to start on 2nd May 2020.

Our NextGen programme sponsors CNRI recently assigned 2 staff members from CNRI to support the partnership. We also welcomed Norwell EDGE, as a sponsor of the NextGen programme this year.

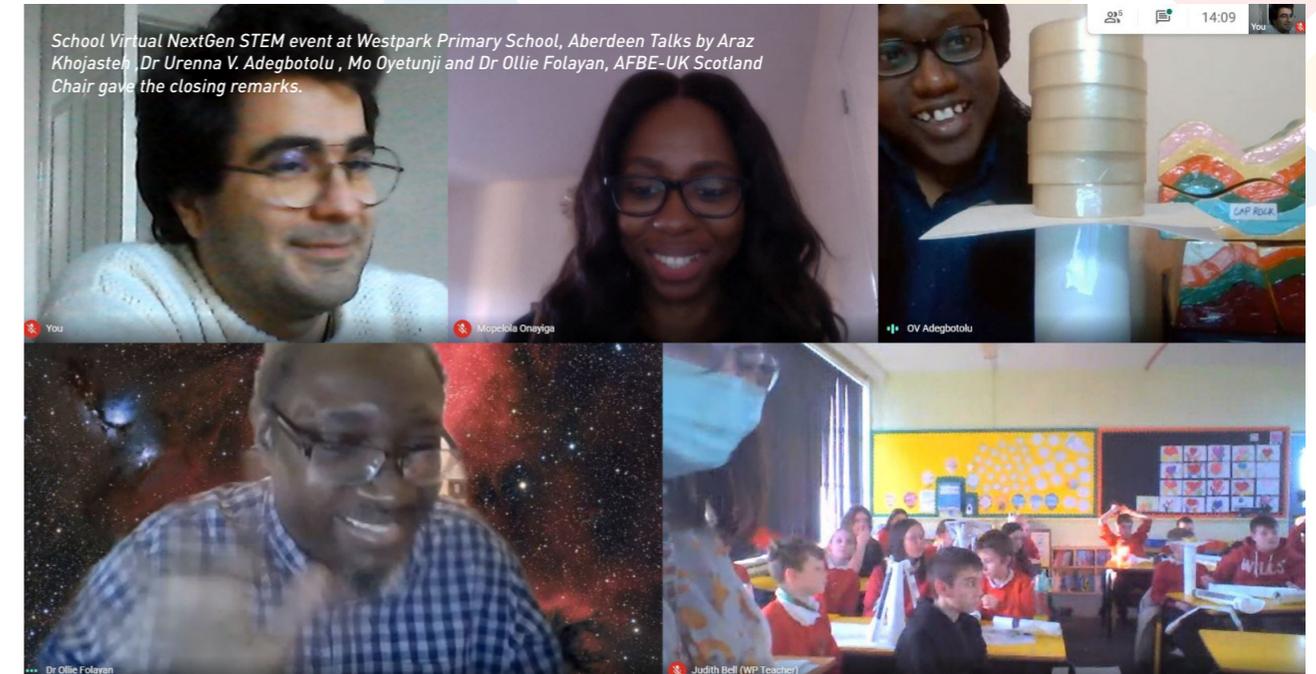


CNRI Engineer, Paul Hunter giving a presentation titled 'A Day in the Life of an Engineer' at a NextGen School STEM event taking place at Broomhill Primary School Aberdeen



NextGen STEM Virtual School Events

Two (2) STEM virtual school events were initially scheduled to take place at St Joseph Primary School, Aberdeen on 29th October 2020 and Westpark Primary School, Aberdeen on the 19th November, 2020. However, due to COVID related challenges, the event on the 29th of October 2020 was cancelled. The event on 19th November 2020 at Westpark Primary School took place as planned. It was a huge success. The online session school event was attended virtually by 28 school children and their teacher.



NextGen Online

From May 2020, NextGen online session commenced. The online STEM sessions have continued bi-weekly every Saturday between 12:30 and 13:30pm BST. The STEM sessions gained a worldwide online audience from countries such as Pakistan, USA, Australia, Canada, Philippines, Nigeria, Belgium, Netherlands and more. Events were well attended, and the feedback was excellent. One of the highlights of the STEM events was the Quiz or challenge sessions. Some of the prizes won included Raspberry Pis, Amazon vouchers, cash prizes and face shield making kits. All NextGen STEM online sessions for 2020 can be viewed on the AFBE UK YouTube channel.

We had more volunteers from a variety of organisations including; Baker Hughes, Spirit Energy, EnerMech, PX Ltd, amongst others.



An Online STEM event by Dr Ollie Folayan

Strategic Partnerships

On 12th of June we held a strategic meeting with Debbie Mathers of Aberdeen Science Centre (ASC) & STEM Hub to set up a partnership. This partnership is aimed at enhancing AFBE-UK's participation in the organisation's activities, sponsor their events and support the organisation through volunteering. As a result of the strategic partnership with the Aberdeen Science Centre and the STEM Ambassadors Hub, NextGen volunteers also signed up to become STEM Ambassadors at the Aberdeen Science Centre. NextGen ran a joint virtual training session with STEMNET on 14th July 2020 to train STEM Ambassadors and Volunteers on how to support the learning of school children.

A second strategic partnership was formed with Society of Petroleum Engineers (SPE) NASA in Aberdeen. The official meeting with NASA in Aberdeen took place on 2nd November 2020 with Colin Black and Louise Thomas. The aim of this partnership was for promoting STEM to school age pupils.



Spot the Engineer

NextGen have been working on the production of an educational game called Spot the Engineer with Norwell EDGE, an AFBE-UK Corporate member and NextGen programme sponsor. The game is specially designed for school children. It educates them on the achievements of diverse engineers. On 10th November, 2020 the Spot the engineer game launched. A further donation of about £4000 is required to convert the game into a downloadable app for Android and Apple platforms.

The NextGen team is thankful for the support from parents who registered their children to attend the online sessions, NextGen participating schools, our STEM speakers, our sponsors and volunteers. A Big thank you Dr Nike Folyan and Dr Ollie Folyan, and all who support the AFBE NextGen vision.

Article by Dr Urenna Adegbotolu and Mo Oyetunji



Urenna is a STEM Ambassador. She loves to show young people how science, engineering, technology and mathematics play important roles in their everyday lives. She holds a PhD in Environmental and Materials Engineering related research. She is a Member of the Royal Society of Chemistry and a

member of the Chartered Institute of Waste Management. She is also writer, speaker and personal coach.



Mo is currently a lead Materials Engineer at Baker Hughes, Aberdeen and she previously worked as a Corrosion Engineer at CAN Offshore Aberdeen. She holds a BEng degree in Materials Science and Engineering from the University of Sheffield, UK and an MSc in Corrosion Control

Engineering from the University of Manchester, UK. She is a professional member of the Institute of Materials, Minerals & Mining (IOM3), a STEM Ambassador. She is the Head of Communications for the 'African Affinity Forum (AAF) at Baker Hughes. She is the CEO of Asa West - a UK based fashion retailer established in 2017. She is passionate about teaching and inspiring kids to be the best version of themselves.

The MEH Challenges of 2020



The word "unprecedented" has been used by many, to explain the challenges that we have all faced this year. When the shutdown occurred in March, we were two-thirds through our 2019/2020 programme sponsored by BBC Children in Need having conducted Apprenticeship Mock assessment centres at Balfour Beatty, WSP and UK Power Networks.

The reality was we could not deliver the remainder of the programme. Like most other organisation, we looked for ways to adapt. The question was what should that look like? Teachers were under pressure to teach online and parents to home school.

We accepted where we were and scaled back on our final workshops. We rescheduled some workshops with our schools. In the summer and early autumn, we hosted two combined virtual workshops with our sister Scottish team NextGen. We delivered "Transition to University: What to Expect" & "Career Zone Weekend".

In November GTR hosted an Online Assessment Centre. In December we hosted "Routes into Engineering" Workshop for Grays Covent High School. DMW and LSBU participated using real life to explain coding and robotics. A young engineer shared her journey into engineering in our "A Day in the Life of An Engineer".

We continued to build our relationship with industry sponsors. WSP & Balfour Beatty hosted a Mock Assessment Centre to improve employability skills of young people. New MEH sponsors include UKPN, GTR and Mediatonic.

This summer Vattenfall provided virtual work placements for two students. The lack of access to technology was a hidden issue, which was successfully addressed. Not every household has more than one computer or unlimited internet access. Should this stop our young people from succeeding?

Despite the difficulty we faced this year schools and parents gave their support. We also look forward to working with



new organisational member and MEH programme sponsor mediatonic.

Article by Reneth McKenzie-Schoetz Director at AFBE-UK



Reneth McKenzie-Schoetz is a Mechanical Design Engineer. Reneth runs her own engineering company and is a Director at AFBE-UK. She oversees the AFBE Schools Outreach programmes. Reneth is also responsible for quality control and planning to ensure schools outreach projects are delivered

to time and are of high quality. In her spare time, Reneth is a keen biker and enjoys running, yoga and tending her allotment where she grows fruits and vegetables.



Transitioning in 2020

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

In the first quarter of 2020, AFBE Scotland Transition team successfully organised two well attended Transition careers events in Aberdeen and Edinburgh. The first of which was hosted by the RGU Aberdeen student chapter with Baker Hughes as sponsor featuring speakers from Baker Hughes, Premier Oil and Equinor. The Edinburgh edition was hosted by the University of Edinburgh, and also had speakers from companies such as WSP and Equinor; with the event comprising a number of activities/sessions that engaged the participants at different levels and simulated assessment conducted to give the participants a feel for real-life interview scenarios with the best student, a final year engineering undergraduate, winning £200 provided by the Institution of Chemical Engineers (IChemE).

No one could have anticipated what happened at the end of the first quarter. From mid-March, the UK went into lock down due to the COVID-19 pandemic which ushered in a period of uncertainty for many final year students. To address this, the Transition team kicked-off a series of online/virtual events starting with a 3-part event on the 20th of May, featuring Mary Mcphail, founder preparing 4 life workshops, Carol Gibson, HR personnel at Premier, in a CV/interview clinic session where attendees got the chance to get valuable insight on how to prepare a successful job application and Q&A panel discussion on a day in the life of a graduate engineer with the AFBE Scotland Mentoring lead Ibim Diri & Rahman Mustafa as hosts. Next event was a Q&A panel session on the Energy crisis created by the pandemic. The aim of the event was to get an idea on how

different sections of the Energy industry were preparing to weather the impact from the COVID pandemic. Panellists comprising of professionals from various sections of the industry namely Craig Shanaghey President Operations Wood, Paul Deleeuw, Professor RGU, Teressa Waddington, Manager Mosmorran, Alix Thom, Skills & Employment manager OGUK with Roy Bitrus as host.

This was followed by a tea and talk Q&A session, in collaboration with Spirit Energy, hosted by the AFBE Scotland Transition coordinator, Chudi Okenwa and panellists, Mustafa Mohamed, the Incident Free Workspace (IFW) Programme Manager, Stella Emeye, Head of Procurement, Wells & Subsurface, Luke Bowman, Instrument Technician and Thayaruby Uthayakumarathan, Process Engineer. Amidst the ongoing crisis, this event served up a positive mixture of information and inspiration as the students asked many questions of the panel who selflessly offered to stay even longer than the event was scheduled for. We also heard the testimonial of Augustina Ginikanwa who told us how she secured a job at BP after attending Transition.

On the 16th of September, the Transition team and Spirit Energy successfully organised an online Transition Career's event hosted by Mopelola Oyetunji. This was a day-long seminar split into two-parts, with the first part consisting of talks from Spirit Energy personnel including: Opening remarks from Dean Marks, Group HR and Communications director who shared valuable lessons learned from his 30-year long career, Presentations from Ross Davidson, HR

Director on promoting one's self in a world that is increasingly online and Ashley McDonald, Resourcing specialist who gave an empowering talk titled "Brand You". The second part were mock interview sessions from Spirit Energy staff where attendees got the opportunity to get valuable career advice. The Transition began as a grassroots programme in 2012 but for AFBE-UK this collaboration was a milestone moment because it had the support of people at all levels of Spirit Energy and as a result the coaching received by the students was of an exceptionally high quality.

In October, AFBE Scotland transition team supported a transition careers event hosted by AFBE England and Mott MacDonald. An opportunity was given to attendees to practise interviews with a global engineering consultancy firm.

On the 14th of November, in collaboration with Shell, a panel discussion on how to navigate the energy industry was

successfully hosted by Ibim Diri. This gave the audience an insight into how a global energy company is evolving with the energy transition. Panellists were picked from different disciplines from across the value chain such as Otilie Liu, Maintenance Engineer, Simon Seward, CP Manager, Isaac Akinrinisola, Commercial Advisor, Sreedhar Peesapati, Project Manager. A Transition careers event is scheduled for Q1,2021.

Finally, on the 27th of November, a student-professional networking event was organised by the Heriot Watt AFBE team to allow students interact with seasoned professionals in a friendly setting.

Although 2020 may be a year most people would like to forget, the AFBE Transition Scotland team can look back with great pride on being able to organise multiple events. Well done team.



Talking about Projects in challenging times

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

2020 has been a productive year for the AFBE Scotland's Real Projects Team. The year started off with a brilliant presentation on the Murchison Decommissioning Project, by Roy Aspden, the Decommissioning Manager for CNRI highlighting the challenges associated with decommissioning of oil and facilities. In February, Chika Uduma the Vice President (Sales) of Blue Gentoo Ltd delivered a talk on Gas Hydrate Management for a Digital Age. It was a rare opportunity that featured an innovative (patented) methodology for the management of gas hydrates which are a key operational and safety concern for operators of gas pipelines. By March 2020, the pandemic was upon us

that resulted in the team having to re-strategize to start to deliver virtual events.

A very engaging session titled Covid19 and the era of Artificial Intelligence (AI) was delivered by Dr Ann Reddipogu in May. Energy Transition series dominated the month of May with Energy Crisis- Pandemics and Resilience smoothly delivered by Abhisek Goswami and an open discussion on Energy Crisis – The way forward moderated by the panellist Dr Alix Thom, Craig Shanagehy, Terresa Waddington and Prof Pau de Leeuw.

July started off with a talk by Javier Domiguez from Tidal and Wave Energy from Decommissionable Assets (TWEFDA) titled Tidal and Wave Energy from Decommissionable Assets: One Machine, Two Purposes.

In September, Dr Eddy Wiffa, Energy Law lecturer from the University of Aberdeen delivered the most thought provoking session on The Paradox of Plenty, Oil Sector Governance and Energy Transition in Africa. He talked to a large audience about oil governance, exploration, and the journey towards Energy Transition in Africa.

October was a a busy month with Kasi Usani delivering a study on HAZOP fundamentals and Jonathan Edet, a Reservoir Engineer with BP delving into modelling the Unknown: An Ensemble Modelling Approach for the Prediction and Management of Machar Blowdown Performance.

Our event in November was titled From Hydrocarbon to Offshore Wind – an Energy Transition Career in which Hannah Mary Goodlad took us through her career journey from oil and gas to offshore wind. Her passion was so tangible, and she answered several questions on navigating the energy transition career.

The Real Projects team has grown in number in 2020 and will look to welcome more dedicated members in 2021. The team are getting excited about 2021 having mapped out proposed events for the year and putting plans in place to work towards a formal Continuous Professional Accreditation scheme.

Article by Chukwudi Okenwa and Toyin Fatokun



Chukwudi Okenwa has a mechanical engineering degree from Aston University Birmingham and a master's in petroleum engineering from Imperial College London. He is also a Chartered engineer with the Institution of Mechanical Engineers. He has worked as a support petroleum engineer to

various Equinor operated fields and is currently a principle petroleum engineer on the Equinor operated Mariner field. He also leads the AFBE - UK Scotland Transition programme.



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

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



Update from England's university activities

The University Events subgroup has had an eventful year. This year, we set out with the aim to expand our reach across the UK and to hold more events. We were making plans and then the pandemic happened. This made us rethink our programmes for the year and how we wanted to meet our goals. This led us into the realm of planning virtual events which have all turned out to be great successes.

Real Projects

We started off by organising our Real Projects events. This included a Quiz session titled the Nitty Gritty hosted by Mimi Nwosu, The COVID and the disproportionate effects on the BAME community hosted by A&E doctor Amile Inusa.

This was followed by - 'Clinical and Biomedical Engineering: The Science behind Virology' was held in May in collaboration with Pall who are one of our corporate partners. It provided a deeper understanding of the science behind virology and covered the process of developing drugs and vaccines. The second event - 'The role of Clinical and Biomedical Engineers in the Covid-19 Crisis' which held in June was a great learning experience as we heard from 4 BAME engineers that have been very hands-on in managing the nation's response to the pandemic. The third event - was our Cybersecurity webinar on The Cloud, Big Tech and the need

for Data Security held in October. We were very privileged to hear and learn from a Cybersecurity expert - Oge Udensi on Big Tech and how society is changing and adapting to the increasing need to protect our data.

Transition

Transition took on a different look this year. We piloted the Transition Online event in May with 40 students in attendance. It was held in collaboration with AFBE Scotland and one of our Corporate Partners - Spirit Energy. We shared CV writing tips and held a panel where our young graduate members shared their experiences in settling into the professional world with the students. We then held our second event in collaboration with Mott MacDonald in October. As usual, our student attendees were able to have virtual interviews with our assessors which will prepare them for the world of work.

University Events

We also partnered with Our Ingenious World to hold The Big Engineering Work Experience Week in July. This was an event that saw us hosting just under 100 architecture/engineering/product design students from all around the world. It was an intensive week of design activities, collaboration and learning from our wonderful speakers. Our first virtual Coffee Morning and Career Advice Session held in August in collaboration with Pall equipped our student members with the skills needed to source a job during the pandemic. We were fortunate to collaborate with the Institution of Civil Engineering (ICE) to introduce our student members and recent graduates to its activities, professional qualifications and benefits of a membership. We've also partnered with the AFBE Scotland team and Shell where we held a Q&A session on Navigating the Energy Industry. It was very insightful as the attendees left the event with more understanding about how to chart their career paths.

Partners

We welcomed Engineering Science Department of Oxford university, Sheffield Hallam University, Coventry University, University of Chester and the University of West England as Corporate Partners. We're quite excited to work with them in the new year and to develop events structured to benefit their engineering students.

A big thank you to everyone that has worked with us to put together all the events we've held this year. We really appreciate your help.

Reflections

I think if I had a pound for every time I've heard "2020 eh? What a year!" or any of its variants, I'd be able to take up the offer to work remotely from Barbados. This year has been so challenging in so many areas - personally and career wise. It does feel good to stand here at the end of this year though, thankful to have made it. Despite the grief, hardship, anxiety that has gripped the hearts of many people including myself, I have experienced some wonderful things this year. From watching my two close friends get married in a wonderful and intimate ceremony, to organising wonderful events with my AFBE team members and picking up a love for baking. These are the memories I will carry into 2021 and cherish about 2020. I'm excited to see what 2021 has in store for us.

Article by Chi Felly Njoku



Chi Felly-Njoku graduated with a First Class Bachelors degree in Electrical and Electronics Engineering from Covenant University, Nigeria before moving to Aberdeen, Scotland where she obtained a Masters in Subsea Engineering from the University of Aberdeen.

She currently works for Arup as a Graduate Electrical Engineer. She has over 2.5 years experience in the Water industry as an electrical designer of clean and waste water assets.

She is a Member of the Institute of Engineering and Technology and joined AFBE in 2015 as a student. She was actively involved in organising Transition events held in Aberdeen and is excited to continue organising university events for the wider AFBE-UK network. She aligns with and supports AFBE's commitment to promoting diversity in the Engineering and Technology sector (with a focus on increasing the number of involvement of BME women). In her spare time, Chi enjoys reading and playing football for the Arup Cardiff Ladies Football Club.



Your Future Growth in Industry

To grow, we always need to work on something outside of our comfort zone, getting involved with new challenges and journeys. The year 2020 being the start of a decade, made a lot of people think about their current positions and think deep into the future. With the COVID-19 struggles, every industrial event had to transition into virtual platforms platform such as Microsoft teams and Zoom. We anticipate the use of virtual platforms for future events until things settle all around the world.

The AFBE-UK industry events team developed strategies, bringing keynote presentations, thought-provoking discussions and networking. We collaborated with top companies and professionals to organise exciting and captivating events as part of your professional development.

The AFBE webinar series started in April with the impact of COVID-19 on the engineering industry" discussion. The event was hosted by AFBE board member Samuel Elegbede in discussion with AFBE-UK Scotland Chair Ollie Folyan. The event was attended by over 60 people, ranging from students to professionals who engaged in the Q & A session, sharing some of their predictions for the future

On 8th July we held a roundtable moderated by board members Samuel Elegbede and Sheila Sousa. The attendees had the opportunity to discuss impact of core values in organizations. All attendees had equal participation and contributed to a very engaging discussion. Other events held in this period include 5Gs of Radio: Debunking the Myths delivered by Dr Nike Folyan MBE and a health and well being session on Transforming fears and Anxieties into Opportunities and an evening fun online Quiz which took place on a Bank Holiday in May.

Following a successful event in March earlier in the year, the AFBE-UK's "Myths about Chartership "event returned on the 2nd of September with an online webinar addressing misconceptions about chartership to an audience of over 50 people. Hosted by board member Samuel Elegbede, we brought together a panel of chartered engineers: Sidiq Raji from WSP, Ozak Esu from BRE, Yasmin Ali from the department of Business Energy and Industrial Strategy and Roshni Wijesekera from the Fire Surgery who shared insightful tips on attaining chartership status.

On the 14th of October we concluded with our final networking event of the year with the theme "Instant gratification". With technology having a great impact on our life, we discussed the impact it has on our mental health. The event was attended by 35 people, with positive responses given as part of our feedback.

Reflecting on the challenging year 2020, there were both positives and negatives sides to the year. The obvious negative being the COVID-19 which led to a big job redundancies, affecting a lot of lives. They say, "only in darkness can you see the stars", a lot of professionals also got recognized for their fantastic work by getting their chartership status with an engineering institution. The key thing to take into the year 2021 is to maintain our positive mindset, as we contribute to help shape the world.

Article by Samuel Elegbede



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

services on a large and complex rail and highways projects.

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

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

Leadership

The year 2020 has been an unprecedented year. One that has been filled with turmoil, trials and tribulations, and amongst them, the glaring need for equality in the society. We hope that the awareness and actions being taken by government and organisations, will start see more ethnic minorities taking on executive roles. The leadership programme is structured to support BME individuals as they advance their careers from senior/mid-level management roles to senior executive roles in the industry.

The leadership series launched in summer 2020 seeks to provide the training that experienced engineering professionals need to progress to positions of leadership. AFBE-UK believes that progression to leadership is vital to diversity and inclusion as people become what they see. Participants of the programme will take a set number of modules covering topics like negotiation, financial management, conflict resolution and communication.

In 2020 we had a focus group session on leadership with 7 individuals hosted at the TechX Hub in Aberdeen where we discussed the 9 leadership themes identified below:

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

Regardless of COVID 19 the leadership programme pressed on hosting 5 online leadership sessions which have been very well attended. The sessions hosted which are available via AFBE-UK's YouTube channel were:

- **Part 1:** Let's talk about leadership (Communication and negotiation)
- **Part 2:** Let's talk about leadership (Focus: Subconscious bias and limiting behaviours)

- **One on One:** Crisis Leadership, the value of chaos with Daniel Monehin
- **One on One:** Embracing inclusion and diversity in progressing towards leadership with Dr Ambily Banerjee
- **One on One:** 5 mistakes that BAME professionals make with Fola Jimi Okubanjo

For 2021 the online leadership session will commence in Feb 2020. We are also working on a mini MBA Leadership programme. Details will be communicated as they become available. We have plans to collaborate with an industry partner to kickstart the programme.

Article by Dr Roy Bitrus



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

Sea aimed at maximising economic recovery in the UKCS.

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

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

Mentoring during a Pandemic

Our mentoring team started this year on a high with a new member joining us, Femi Omoniyi. He joined at a time when the mentoring team was ready to embark on greater objectives of pushing professionals to the next stages of their career growth be it chartership or fellowship. Unfortunately for ours and the rest of the world plans, COVID 19 struck and changed the way we worked- a new normal was established. Things we took for granted such as spending time with loved ones, time for ourselves, good work/life balance became visible. The pandemic had its horrible low points but helped put us in a reflective mood.

This year, we noticed a surge in mentor requests mostly during the period of George Floyd's death which rocked the whole world. Organisations and individuals were made to look inwards to understand what their personal contributions to the society were. This marked a beginning of the right attitude to diversity and inclusion especially in the workplace and that things were changing finally. The mentoring team also hosted webinars, presentations and events online, giving us the opportunity to meet and assist people.

As we wrap up for the year, we are happy to be volunteering with AFBE-UK as it anchored and motivated us in a year where diversity and inclusion was brought the forefront of everyone's minds. There was also some good news to be celebrated this year in our team from engagements to children first birthdays. We are also looking forward to continuing work with the Lydia Wilson Foundation as well as supporting the InnovateHer initiative working with When Females Lead, a not for profit organisation to empower female leaders across Africa.

We also had a new member join our team - Maryam Amussah. We are hoping to be back in 2021 with renewed vigour and substantial objectives to aid our mentees.

Article by Demi Ademuyewo



Demi Ademuyewo studied mechanical engineering at the University of Aberdeen, Scotland. She led Mentoring programme as part of AFBE-UK England. She has worked in various industries such as in oil and gas, waste and currently, rail and currently is employed as a Project Manager within

Siemens. She actively volunteers as a STEM Ambassador, encouraging school children to enjoy science and maths. In her free time, Demi enjoys outdoor walks, cooking and travelling.



And in Scotland



The Scottish branch of the Association for Black and Minority Ethnic Engineers (AFBE-UK) launched its mentoring programme on 28th November 2020.

The programme, which is spearheaded by exploration geophysicist Ibim Diri, Denis Pinto, managing director and owner of Caledonian Flow Systems and Chudi Okenwa, a production engineer aims to inspire the next generation of industry professionals and to create leaders across science, technology, engineering and mathematics. All three mentoring leads were also involved in writing a new AFBE-UK mentoring handbook alongside AFBE-UK's England mentoring team.

More than 70 students, graduates and professionals the launch which featured a panel discussion involving Kola Akintayo (Human Resources & Talent Acquisition Leader, Oceaneering), Teresa Waddington (Asset HSSE Manager at LNG Canada, OGUK Mentor of the Year 2019), Ronye Egborge (CEO Retech Energy Nigeria) and Demi Ademuyewo (Project Manager, Siemens).

Of the event Ibim Diri said, "It was indeed a successful launch of the mentoring programme and I am honoured to have hosted and facilitated the panel. It was an engaging

and insightful session and a call for aspiring mentees to be intentional and deliberate about creating the future they aspire to in their respective disciplines, because such aspirations will instil the right determination, dedication, passion, discipline and focus required to hone skill sets necessary for executing and achieving their set career goals. Thanks once again to the excellent panel. Thanks also for exemplary leadership by Dr Ollie Folyan".

"We are delighted to have had a successful launch," said Dr Ollie Folyan, chair of AFBE-UK Scotland.

"This is an opportunity for valuable support and advice to be passed on to those looking to develop their careers in the engineering and technology sectors"

Anyone based in Scotland, interested in finding a mentor or being one should send an email to mentoring@afbescotland.org

Article by Ibim Diri



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

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

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

Conference 2021 here we come!

"2020 has been unexpected. Any plans for this year seem to have been put on hold or to have been derailed. The original timeline for AFBELive, Q1 2021 was quickly updated to reflect the year's challenges. The virus, which is now better known and understood, made us all reflect on the important things in life and how important the work AFBE does is. Events such as the killing of George Floyd and Breonna Taylor, further highlighted the need for organisations such as AFBE and the need for conferences celebrating Science and Engineering whilst highlighting its diversity. With this in mind, the team will work even harder in 2021 to ensure that the first AFBELive will showcase the innovation and sustainability that can be achieved when a diverse group of people work together for a joint objective, as they did to find a working vaccine for the virus. 2020 was a year of reflection. 2021 will be a year of Action!"

2021 promises to be an exciting year. AFBE-UK has started preparation for its first conference, "AFBELive" to be hosted in the last quarter of 2021. "AFBELive", will run every 2 years and will gather some of the best minds in the industry. Aimed at new and experienced engineers it will be an expo of AFBE-UK's developments and their importance. With workshops, paper presentations and panel discussions, attendees will have the opportunity to look at innovations in different fields and understand why diversity is so important for a sustainable future.

The theme of the conference is "The future of Engineering - Sustainability, Innovation & Diversity" promises to deliver just that! Hosted at the IET on the 8th October 2021 this conference will highlight the need for diversity of thought.

The conference will end with a sit-down dinner, guest speakers and entertainment."

Article by Sheila Sousa



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

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

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

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



Leonardo becomes the first aerospace and defence company to forge links with AFBE-UK

Leonardo and the Association for Black and Minority Ethnic Engineers (AFBE-UK) have formed a partnership to increase diversity at the defence engineering company, which has over 7,500 employees across the UK, to “build an inclusive culture for all of its people and to help attract a richer diversity of job applicants to the business”.

AFBE-UK-UK’s Dr Ollie Folayan said;

“We are very excited about this opportunity to work with a world leading company like Leonardo. I first got to know about Leonardo last year when I was invited to take part in a panel discussion led by Dr Carol Marsh OBE. I was impressed by the dedication to diversity in Leonardo. I was pleased to receive a message from Dr Marsh a few weeks ago connecting me with Nerys Thomas. We look forward to working with Folayo Osekita and others and to contributing to the great work the company is already doing to make Leonardo a more welcoming and inclusive place for all no matter their background.

Of the partnership Leonardo-MD-Norman-Bone stated:

“As an engineering company which is driven by innovation, we understand the importance of a diverse workforce. An environment in which a range of viewpoints and backgrounds are valued encourages the creativity and problem solving which underpin our business. To become more diverse, we are consciously reinforcing an inclusive work environment which embraces diverse talent. Forming links with organisations such as AFBE-UK will support this goal.”

Leonardo already has an annual national STEM outreach aimed at children and will be seeking to collaborate with AFBE-UK to encourage all young people, particularly those of different ethnic backgrounds, it said, to consider a career in science, technology, engineering or mathematics.

AFBE-UK and the Hamilton Commission

Six-Time Formula One™ World Champion, Sir Lewis Hamilton MBE and the Royal Academy of Engineering have set up the Board of Commissioners for The Hamilton Commission, a research project that will work to identify the key barriers to recruitment and progression of Black people in UK motorsport, and provide actionable recommendations to overcome them.

The Hamilton Commission is co-chaired by Sir Lewis Hamilton MBE and Dr Hayaatun Sillem CBE, Chief

Executive of the Royal Academy of Engineering. The Board of Commissioners is an independent group made up of 13 experts and industry leaders from within the UK who represent a range of perspectives on the challenge including AFBE-UK Chair Nike Folayan. The Commissioners have been specially selected to represent a wide range of expertise spanning critical areas of influence including motorsport, engineering, schools, colleges and universities, community / youth groups, as well as major UK political parties.



Each of the Commissioners will bring valuable expertise, knowledge and experience from their respective fields to The Hamilton Commission. Their responsibilities will be to review and inform the research methodology; to examine the research findings and help identify the key challenges and opportunities facing young Black people entering STEM careers, particularly in UK motorsport; and to advise on the final actions and recommendations that result from the research. Following engagement and consultation with motorsport communities within the UK, the final evidence and recommendations will be published and taken directly to key stakeholders who can help implement change. Commissioners will also support this effort by applying their personal influence to champion the insights and recommendations from the project.

Dr Nike Folayan MBE said: "On behalf of AFBE-UK I am really delighted and honoured to be joining this commission of esteemed individuals. At AFBE-UK this is something we have been passionate about for over 13 years since we launched. Even more delighted to see other AFBE-UK advisory board members including Prof David Mba and Chi Onwurah MP as commissioners. We hope we can make an impact and really support actionable outcomes that this commission will deliver. We commend Sir Lewis Hamilton for his proactive approach to change."

Lewis Hamilton said: "Since I began my professional racing career in Formula One, 14 years ago, I was the first driver of colour and to this day, sadly that is still the case. However, what is more concerning is that there are still very few people of colour across the sport as a whole. In F1, our teams are much bigger than the athletes that front them, but representation is insufficient across every skill set – from the garage to the engineers in the factories and design departments. Change isn't coming quickly enough, and we need to know why. This is why I wanted to set up the Commission and I'm proud to be working with the Royal Academy of Engineering and our incredible Board of Commissioners to identify the barriers facing young Black people to take up STEM careers in motorsport. We are dedicated to this cause and together, we will make a change."

Commission Co-Chair Dr Hayaatun Sillem said: "At the Royal Academy of Engineering, one of our priorities is to

ensure that the UK has a world-leading and truly inclusive engineering workforce, something that we can only achieve if we boost the numbers and diversity of those choosing engineering careers. This is why we are so delighted to be partnering with Lewis in establishing The Hamilton Commission to improve the representation of Black people in UK motorsport. I was honoured to be asked to co-chair with Lewis our wonderful Board of Commissioners, who have each been carefully selected based on their experience, expertise and commitment to tackling racial injustice. This is a truly unique opportunity to drive transformational change on this crucial issue, and in the process to learn more about how we can enrich diversity in other parts of engineering and society."

The Hamilton Commission will undertake a range of activities to help inform the research findings. These activities will include an initial data analysis, stakeholder mapping, a literature review in sport, education and employment, as well as in-depth surveying and analysis with youth focus groups and key stakeholders. At the end of the research project, The Hamilton Commission will aim to deliver recommendations about inclusive recruitment and progression practices that will benefit young Black people wishing to work in the sector in the UK, and perhaps internationally too, should the actions be replicable.

Further details can be found on the Hamilton Commission website.

In others news **as part of the Mercedes Formula 1 team's efforts to improve diversity and inclusion, they have launched a five-year programme called 'Accelerate 25', which aims for 25% of new starters in their team to come from under-represented groups until the end of 2025.** The seven-time F1 constructors' champions are working with the Association for Black and Minority Ethnic Engineers (AFBE-UK) to support engineers from BAME backgrounds

The team, have already begun steps in their Accelerate 25 programme with unconscious bias training for 200 recruiters within Mercedes, and diversity and inclusion training for 150 managers, with every employee to have taken the diversity training by June 2021.

Member's news

New Jobs and Promotions

- **Adekola Lawal**, Process Engineering Specialist
Joined Uniper in January 2021
- **Augustina Ginikanwa**, Graduate Engineer
Joined BP in September 2020
- **Mara Makoni**, Systems Engineer
To join PA consulting in February 2021
- **Nike Folayan**, WSP
Promoted to Technical Director in April 2020

Family

- **Nike Folayan**, gave birth to her son Olutoni
- **Emmanuel Sinteh**
Emmanuel's wife Ebi, gave birth to their daughter Elyse
- **Chukwudi Okenwa**,
Chukwudi's wife Onyi gave birth to their daughter Chizua
- **Ify Anyaegbu** gave birth to her daughter Nia
- **Ripudaman Kaur** gave birth to her daughter Meher

Professional Qualifications

- **Samuel Elegbede** became chartered with the IET in January 2020
- **Sheila Gomes De Sousa** became a chartered engineer with the IET in May 2020

Dreams for my son...

2020 was a year we will never forget and not just because of the pandemic. The events surrounding the Black Lives Matter movement deepened the discourse around ethnic diversity in an unprecedented way. The fact that the use of a word like “intersectionality” is less likely to lead to blank expressions proves this deepening in our understanding.

Intersectionality acknowledges the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, the existence of these multiple identities creating overlapping systems of discrimination or disadvantage. A commonly reference example is that of the black woman standing at the intersection of gender bias and racism. When we look at the statistics that indicate such dual systematic subordination of black women the temptation is to view the impact of all overlapping categorisations as additive but to do that would be to ignore the working of social hierarchy and they affect people with perceived privilege like black men.

I once attended an EDI meeting with a Black male colleague in preparation for an event. Working in a male dominated profession, I am used to the feeling of exclusion during work-related meetings, so it quite quickly dawned on me that my male colleague was being alienated from the discussion on an idea that was entirely his. “We feel you would be more suited to lead aspects of the work because you are more familiar with the client”, they said. This struck me as odd because the reality was I was no more familiar with the client than my colleague was, he had worked for the client a few weeks prior and had received positive feedback. Nothing he said in that meeting was inappropriate. It was clear to me that he was being typecast for no reason other than the fact that he was a black male.

It was a strange feeling but it; reminded me that feelings of exclusions are not exclusive to a particular gender and that it is possible to experience privilege and oppression simultaneously. The plight of black men is one that is often overlooked when we talk about diversity.

In the way that we rarely disaggregate statistics about women to identify for example how many of the 12% of the engineering workforce that are female are also black, we seldom ask how many of the men at the top of organisations are black. When we discuss diversity in most workplaces, we typically focus at first on gender. You often hear statements like “Men always get ahead regardless in the engineering industry”. This statement views men as monolithic. Men are intersectional too and are adversely affected by the perceptual filters of others and this is often overlooked.

Even the most well-meaning diversity agendas exclude ethnic minority men and more specifically black men. As a simple google search on diversity and UK black men would show, there is more information on the underrepresentation of black women. While getting more women into engineering is a cause I actively champion, evidence suggests that black men in particular experience some unique challenges in recruitment, progression and leadership. In his book **the danger of indifference** business psychologist Binna Kandola explains that whilst there is some research suggesting that BAME women face the most discrimination in the workplace, there are some who believe that it is actually black men who encounter the most prejudice, as they are perceived as more of a threat to white men. According to social dominance theory, power struggles between men and women are less important than those between in-group and out-group men. White men perceive BAME men as more of a threat than BAME women. Therefore, BAME men are penalised for displaying agency and are rewarded for showing deference. Black men also face a backlash if they display dominance, because this further threatens the power and status of white men. Binna Kandola also stated that it is young black men who suffer the brunt of exclusion, because of specific stereotypes around aggression and fecklessness.

A study by the Harvard Business Review (HBR) also highlighted the challenges associated with being black and male in the workplace — the persistent negative stereotyping, the complicated dance of managing interactions with white women to avoid appearing threatening, the need to avoid ever being perceived as the “angry black man”. The unfair treatment of black males has been consistently documented by various sources including law enforcement, teachers, and employers. Whether they be footballers or Black males are portrayed negatively in the media.

In an experiment in 2016, researchers led by Yale professor Walter Gilliam showed educators, videos of children in a classroom. Each video had a black boy and girl, and a white boy and girl. While the teachers were asked to detect “challenging behaviour”, no such behaviour existed in any of the videos. Yet when asked which children required the most attention, 42% of the teachers identified the black boy. Education thinktank LKMco study in London in 2018 demonstrated that unconscious prejudices affect the way

black boys and white working-class boys are disciplined at school, how their work is assessed, and the academic ability set that they are put in.

In 2017, the BBC contacted 50 of London's 500 leading graduate employers to find out how many young black males they had hired. The results of the survey showed that only 30 of the 1,803 graduates recruited in 2016, were black males. The Survey also revealed a marked gap in wages between black Caribbean men and their white counterparts.

"According to mental health charity Mind and corroborated by the Adult Psychiatric Morbidity Survey (APMS) Black men were more likely than their White counterparts to have mental health related disorder. This is higher in Black men than other ethnic groups. The report states that boys from African and Caribbean communities in the UK were shown to have lower levels of mental health problems at age 11 compared to White or mixed heritage boys. However, African and Caribbean men in the UK have a significantly higher likelihood of developing some types of mental health problems during their adult life. This does not occur in countries with a predominantly Black population and appears to be an environmental risk related to experiences in northern Europe and the United States.

In 2020 Business in the Community (BITC) suggested that UK black professional representation had 'barely budged' since 2012 with only 1.5% of top positions held by black

people, a 0.1 percentage-point increase in eight years. Anecdotal evidence also suggests that black men are less likely to be able to access opportunities to be sponsored or mentored to executive level and this is even in comparison to Black women as they may be perceived as more threatening than women. Unfortunately, this is also prevalent within the diversity and inclusion space where black men can be excluded in discussions of discrimination due to preconceived stereotypes.

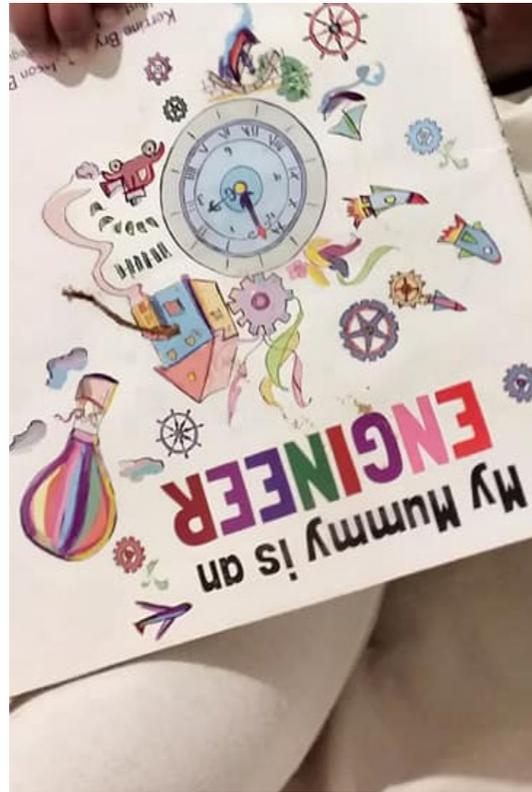
So, in our diversity discourse why should we focus on black men? The story can be summarised as follows, the invisibility of black men in leadership positions within other sectors, in engineering and certainly within the diversity sector should be a cause for concern. Because they are equally and, in many cases, disproportionately represented in discrimination cases, they are less likely to progress within our engineering spaces to leadership positions, as men when they share views with regards to discrimination they are perceived to have a gender advantage and their experiences are put in doubt.

I gave birth to my first-born son at the start of lock down. As I

think about the future, I want for him, I long for a world where the full expression of himself as a black man is not perceived as aggressive or as a threat to anyone. To create that world, we must devote ourselves to understanding the very complex issues surrounding inclusion, diversity, and intersectionality.

Article by Dr Nike Folayan

Article Reference list available on request



Member of the year award

And the AFBE-UK 2020 Member of the Year Award goes to...

AFBE-UK Scotland executive board

Dr Nike Folayan on the awardees:

I feel it is important to recognise the contribution of the entire Scotland board because of the immense contribution they made to AFBE-UK in what was an incredibly difficult year. Even before the pandemic broke there was a well-documented downturn in the Oil and Gas industry. However, the team were unrelenting in their efforts to inspire and engage young people, university students and encourage professionals in the array of events hosted online. This year also the Scotland board NextGen team achieved something we could not have imagined years ago by digitising our inspiration activities working with Norwell Edge. The Scotland board also launched a mentoring programme and commenced the leadership series.

On behalf of myself and Ollie who leads the board, I would to take this opportunity to thank the AFBE-UK Scotland Executive board members for their enormous contribution to AFBE-UK and to congratulate them on their 'Member of the Year' award.



And the AFBE-UK 2020 Star Team Award goes to...

NextGen

Mo Oyetunji and Dr Urenna Adegbotolu NextGen Co-coordinators are our star team this year.

About our star team...

Mo Oyetunji

Qualifications:

BEng in Material Science and Engineering (University of Sheffield, UK), MSc in Corrosion Control Engineering (University of Manchester, UK), Product Management 101 Course (Udemy) 09/2020

Background, education, career?

I am a Materials and Corrosion Engineer currently working in the energy industry and the Assistant Coordinator for NextGen AFBE-Scotland UK. Passionate about giving back, uplifting women and reinventing style- I founded a charity, a ministry for women as well as a fashion brand respectively. In all that I do both in my vocation and mission, I strive to be a solution provider.

Why did you join the AFBE-UK?

I initially joined AFBE-UK to network with other engineering professionals from backgrounds similar to mine but soon after decided to create a positive impact by inspiring the next generation to pursue more STEM professions.

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

What I have enjoyed the most about being part of AFBE-UK is having a platform to help the next generation ensure that their passion (what they love doing), profession (what they are trained to do) and their vocation (what they are paid to do) are all in alignment.

What lessons have you learnt in your career?

I have learnt to stop settling for potential and start stepping into reality. A couple of years ago, I had to change jobs to an unfamiliar role, it was initially scary but accepted that learning is indeed a lifelong process of keeping abreast of change.

Tell us more about project you've worked on your job?

To date I have worked on maintenance and operation of equipment, asset integrity, management of several platforms offshore as well as material selection of operational subsea projects.

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

Having a community of people who share common values, interests and a common sense of identity. I call AFBE-UK my Tribe.

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

The world is changing rapidly, and some jobs may not exist a few years from now, so whatever profession you chose to do and whatever vocation you are going into – it is critical that you diversify your skills and always be prepared to learn. With this, you are less likely to struggle with change.

Dr Urenna Adegbotolu

Qualifications:

PhD, AMRSC, LMCiWM. I hold a BSc honours degree in Biochemistry from University of Port Harcourt Nigeria; MSc in Environmental Analysis and PhD in Environmental and Materials Engineering from Robert Gordon University Aberdeen U.K.

Background and Career:

I am a Developmental Analytical Chemist by profession. I have also worked as a Research Fellow at Robert Gordon University (RGU), Aberdeen and in the Oil & Gas Industry. I am also a personal coach and speaker at International Youth Developers - IYDGlobal.com. I am a STEM Ambassador. I am also an author of academic journal articles, personal development books and a content developer. I am a member of the Royal Society of Chemistry and a member of the Chartered Institute of Waste Management.

Why did you join the AFBE-UK?

I joined AFBE-UK to support NextGen participants.

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

I enjoy serving my community and making a positive contribution to the world through youth development.

What lessons have you learnt in your career?

I have learnt resilience in the face of uncertainty, how to be a great follower and a great leader; how to develop good rapport with my colleagues.

I have learnt to be loyal and deliver on my promises especially by keeping a record of my promises. I have learnt to build my capacity via continuous sharpening my skills especially interpersonal skills.

I have learnt to develop a shield of assertiveness, defensiveness and opposition to protect myself and my team when it is necessary. I have learnt to listen more and accept people for who they are, to also appreciate and accept myself and tackle my challenges, and to effectively manage time to meet mandates on accomplishment of tasks. I have learnt to be thorough, critical, just and creative.

Tell us more about projects you've worked on your job?

I have worked on different environmental enhancement projects such as: environmental analysis and assessment of oil and gas hazardous wastes, remediation of oil polluted sites, HSE supervision & Environmental Audit for organisations, Nanocomposite materials manufacture in the recycle of oil based drilling fluid, offshore asset quality assessment and validation, offshore facility corrosion forensic studies for litigation purpose, and researching and developing analytical methods for microfluidic technology at RAB-Microfluidics, Aberdeen.

In NextGen, I show young people how science, engineering, technology and mathematics play important roles in their everyday lives.

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

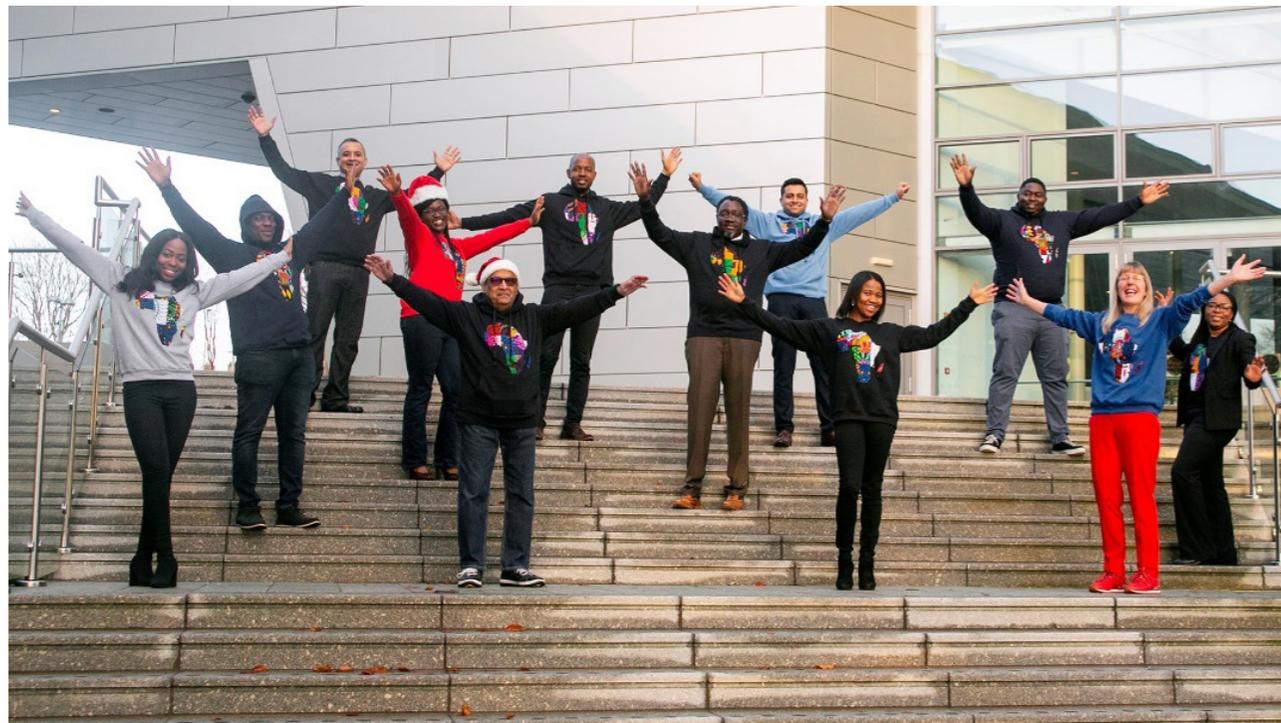
The camaraderie of our community.

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

Be humble, be ready to learn, ask questions and apply the solutions.

Getting Involved

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



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

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

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

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

Is AFBE-UK exclusively for people of ethnic origin?

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

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

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

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

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

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

How does AFBE-UK fund its activities?

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

How can I support AFBE-UK?

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

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

We would like to thank some of our key sponsors!





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