

# **Evolutionary Diversity and Inclusion: Fostering a New Generation of Professionals and Ensuring Inclusivity Across the Industry**

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## **SUMMARY**

The future of the surveying and built environment industries lies in the hands of the next generation of professionals, who must be empowered to embrace innovation, collaboration, and resilience. This paper, titled "Evolutionary Diversity and Inclusion: Fostering a New Generation of Professionals and Ensuring Inclusivity Across the Industry," explores the pivotal role diversity and inclusion play in shaping a more inclusive and adaptable workforce. By focusing on young professionals, particularly women, this work highlights the importance of aligning political, economic, social, and technological environmental trends with the evolving demands of the industry. As we move toward a digital future, promoting a diverse and inclusive environment becomes critical to addressing the challenges of today and tomorrow. The role of the FIG Commissions 1-10 is central to this transformation. Through their work in education, policy, standards development, and technology, these commissions can champion diversity and inclusion efforts while ensuring the industry remains resilient and innovative. The paper will present a review of global trends in diversity and inclusion, demonstrating how they impact the training, advancement, and integration of young professionals inclusive of women in the surveying field. This paper will explore how organizations can integrate inclusive policies to attract and retain talent from diverse backgrounds and how these policies can support the ongoing professional development of young professionals in the industry. The significance of this work lies in its ability to propose concrete strategies that FIG Commissions can adopt, ensuring that diversity and inclusion are embedded in the core practices of surveying and the built environment sector. The findings suggest that fostering an inclusive culture is not only a moral imperative but a strategic one, essential for driving innovation and resilience in an ever changing global market.

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