Raising Awareness of Diversity and Inclusion

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What we'll discuss

- Diversity and Inclusion – raising awareness of both
- Raising awareness of diversity
- Raising awareness of inclusion
- Your ideas?

Diversity and Inclusion: what is it in its broadest sense?

d i v e r s i t y

Every way in which any mixture of people has both similarities and differences

i n c l u s i o n

- It begins and ends with the individual.
- It is about a culture where people feel respected and valued, and can contribute to their fullest potential to help their organisation achieve its objectives.
- It involves sustained and long-term strategic effort that, when led and managed effectively, will improve performance and problem solving.
- It's happening when individuals' different perspectives and experiences are embraced in finding the best ways to serve the public and customers.

Raising awareness of diversity

Carrying out a diversity diagnostic

Raising awareness of diversity

Leadership Message About the Business Case

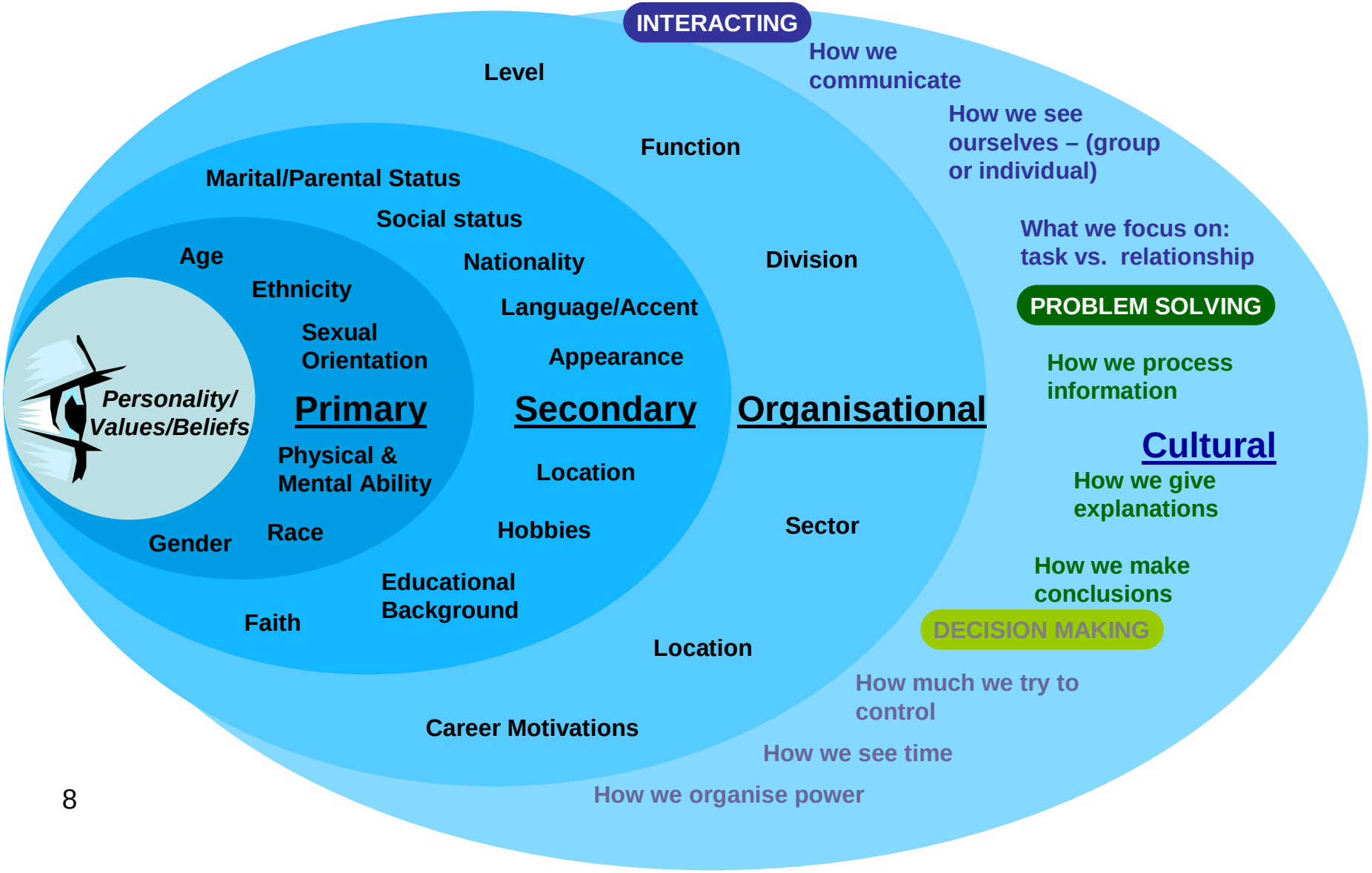
Raising awareness of diversity

Making an emotional impact

Raising awareness of diversity

Diversity Awareness & Skills Training

Raising awareness of diversity: layers of diversity



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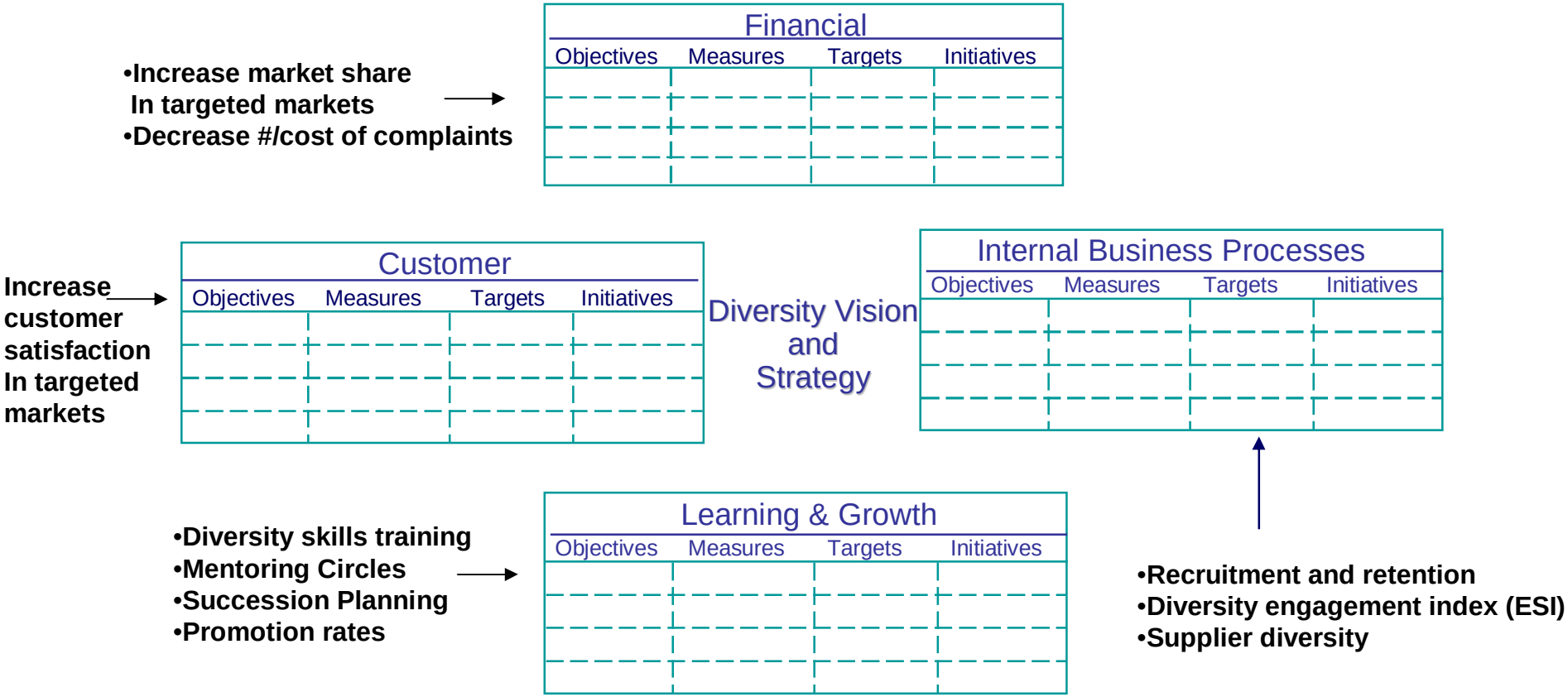
Creating a Diversity Scorecard

The Diversity Scorecard

Intent is to translate a company's diversity vision and strategy into four perspectives:



The Diversity and Inclusion Journey

	Equal Opportunities →	Valuing Differences →	Leading and Managing Inclusively
Focus	Race, Gender, Disability	All the ways we are different	Creating an inclusive work environment
Motivation	Legal responsibility	Social and moral responsibility	Meeting stakeholders' needs
Change Required	Individual adapts	Mutual accommodation	Culture embraces difference
Result	More women and minority ethnic people	Mutual respect	Responsive services/products More creative problem solving Performance gains
	Open Doors	*Open Minds*	*Open Systems*

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Carrying out a inclusion diagnostic

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Leadership Message re the Business Case

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Leadership Behaviour

- 80% - 90% of the behaviour in an organisation is influenced by that of the leaders (Prof Ed Schein)

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Enhancing employee engagement

Yet our work and research consistently shows that leaders score low on individual engagement behaviours

Listening	4.2
Empowering	4.2
Engaging diversity	4.0
Career aspirations	3.9
Development	3.9
Coaching	3.9

Overall average of all Leadership Behaviours: 4.5
(6 point scale)

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Inclusion Awareness & Skills Training

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Measuring Engagement Levels

Raising awareness of diversity and inclusion

Your Ideas?