Ethnicity & Race Inclusivity In The Workplace

Hasan M Reza

Head of Equity, Diversity & Inclusion (Workforce)

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Challenges

- Need to engage multiple stakeholders: board level colleagues + operational/frontline colleagues
- Not seen to be sitting in any one hierarchical group
- Authenticity
- Year on year change vs long term movement against an EDI strategy

Trustwide: Microaggressions Workshops

- Developed a combined Workshop & Discussion offering
- Surprising levels of uptake: 10-20% of 10,000 colleagues attended in first 12 months
- Engagement not only of colleagues from diverse ethnic backgrounds but across the protected characteristics
- Highlighting the intersectionality of EDI work and compounding impact on people of multiple forms of inequity/disparity

Board Level: Reverse Mentoring

- Known issues of bullying and harassment and lack of understanding at a senior level as to the experience of under represented groups

- Culture in need of work and nurturing

- Authentic Allyship: Can it be achieved without knowledge at all levels of what those who you are being an ally towards are experiencing?

- Intersectionality of protected groups and compounded inequities

Outcomes: Inclusion & Belonging

- Key to any meaningful change
- Diversity and Equity alone are not the answer
- Need to break down the barriers that hold us back from true inclusion
- Often over looked, under appreciated and under resourced