

Welcome to Effectively Embedding Equality and Diversity Within Your Business Practice Workshop

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Aims

1. Exploring equality and diversity good practice in the workplace
2. The benefits of external benchmarking
3. Clarify the UKIED process

Introduction

Equality and diversity in the work place is often regarded as either a Cinderella or tick box activity?!

Why do you think this is?

Icebreaker



What type of organisation is yours?

The degree to which organisations commit to equality and diversity is largely determined by which of the following approaches they adopt:

1. **Compliance**
2. **Business**
3. **Moral**

Embedding-Five Cs

if you want to Effectively Embed Equality and Diversity good practice Within Your Business Practice you have to address the following 5 key areas:

1. Commitment
2. Challenge
3. Contribution
4. Culture
5. Community

How would you rate your organisation in relation to the 5Cs: Excellent-Good-Ok-Poor-Not Sure?

UKIED Charter Mark

The UKIED charter mark is about developing and promoting E&D best practice and is also about conferring national recognition of your organisation's E&D achievements. The UKIED charter mark focuses on supporting organisations to meet and respond to the diverse needs principally of their workforce, service users/customers/key stakeholders

UKIED is an evidence based focused assessment organisational development toolkit (standard) that has 3 levels of attainment:

Platinum: Beacon status

Gold: Embedded performance

Silver: Compliance

4 Simple stages to achieving the charter mark

1. Registration
2. Needs Analysis Meeting
3. Next Steps Action Planning
4. Assessment and Accreditation

Support is provided throughout the above process in line with client requirements

Conclusion

Plenary Questions?

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Thank you for your contributions

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*Meeting tomorrow's
challenges today*