



Following our [Inclusivity Works](#) Lunch and Learn webinar on 'Diversity in the Workplace' with Nabeela Akhtar (psychologist, race equity and inclusivity educator and consultant), here's a reminder of some of the useful advice and guidance.

Why your company or organisation needs diversity

- Companies who invest in ethnic and cultural diversity are 36% more likely to have above average profits (McKinsey, 2019 report)
- Ethnic minority talent full utilised would boost the UK economy by an estimated £24billion (McGregor-Smith review)
- Organisations that are diverse are much more attractive to candidates from a range of backgrounds.
- A reputation for diversity and inclusivity signals a healthy workplace culture and the innovation that goes with diversity of experience and thinking.
- Valuing diverse talent attracts more diverse custom.

Do you have a recruitment or retention crisis?

Is your recruitment and retention process fully inclusive, or could it be improved to attract a wider range of talent and employees from all sorts of backgrounds? Get rid of unnecessary barriers and recruit smarter.

Job applications and selection

There is a huge talent pool who in some cases don't apply for roles because job ads and selection processes are not as inclusive as they could be. They may wrongly think they don't meet the criteria. In other cases, criteria is unhelpfully restrictive perhaps relying on a particular background, experiences, skills some people are more likely to have. This can mean missing out on candidates who could do the job well and who have much to offer.

Anonymised applications can reduce bias, but alone don't solve the problem.

Tips:

- Focus on qualities and duties over qualifications and specific experience
- Think transferable qualities with ads that explicitly signal applicants with varied and diverse backgrounds are welcome whatever their age
- Keep ads and job descriptions short and relevant
- Use inclusive language and avoid jargon
- Target diverse candidates – engage with diversity networks and organisations



- Consider job trials, work experience opportunities, shadowing, on the job training
- Offer training and development opportunities
- Highlight job benefits and share examples of good practice
- Act as mentors, sponsors and advocates of diverse talent

In work support

- Be accessible, creative, flexible and welcome talent
- Buddy schemes
- Employee resource groups
- Promote a culture where flexibility and adjustments / accommodations are a norm not a problem

Q&A's

What support is available for making adjustments to become more inclusive?

Inclusivity Works can offer advice, and the Government funding Access to Work can provide financial support for making adjustments.

How can an organisation get started?

Think about job adverts and existing HR policies and what could be improved to be more inclusive, and visit www.inclusivityworks.org to see what other employers have done. See inclusive jobs for some inclusive job ads.

Further support and resources

[Access to work](#)

[Diversity and Inclusion Leaders](#)

[Gloucester Services case study and film](#)

www.inclusivityworks.org



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