

Diversity and Inclusion

Diversity has traditionally been thought of in terms of the visible differences between people, such as gender and race, with a focus on eliminating discrimination based on these differences. **Diversity** is about those differences, but also includes everything else that makes each of us unique such as our backgrounds, personality, life experiences and beliefs. It is a combination of the visible and invisible differences that shape our view of the world, our perspective and our approach. This broader view of diversity is encapsulated by the idea that diversity is really about diversity of thought where different perspectives and capabilities are the point of difference, rather than our visible characteristics. Organisations are however only able to reap the benefits of a diverse workforce when they have an inclusive culture. **Inclusion** refers to how our organisation recognises and leverages diversity, including the way they value, listen to and work with diverse employees, customers and their broader stakeholder community.

What You Receive

Stephen Harrison will work with you to develop a **Diversity and Inclusion** strategy which covers:

- recruitment and development of a diverse employee group
- the way in which you ensure that their voices are heard and valued in core business activities
- how you engage with different customer groups and other stakeholders to:
 - develop better products and services
 - achieve your wider corporate and social objectives

Best practice **Diversity and Inclusion strategies** focus on setting strong foundations, having an internal and external focus on **Diversity and Inclusion** and bring these focus areas together through communications, measurement and ongoing research.

Consider partnering with a Harrison International if you need support with:

- developing a Diversity and Inclusion strategy for your organisation

In a Nutshell

Diversity refers to any dimension that may differentiate groups and people from each another; **inclusion** is valuing, respecting and supporting people with their diverse qualities. Collectively D&I recognises their value in differences and enables people to productively work together and organisations access the diverse viewpoints and new ideas that become available in such an environment.

Primary Audience

- Board of Directors
- Executive teams
- Senior leaders
- Programme/Project/Change managers
- Programme/Project office managers
- Centres of Expertise managers
- HR Managers
- Team leaders
- Community groups leaders

Benefits of a Diversity and Inclusion Strategy

Organisations that develop and implement best practice Diversity and Inclusion strategies are reporting benefits of:

- improved innovation and creativity
- new market penetration
- increased customer loyalty
- employee engagement and productivity
- recruitment and retention of top talent
- brand reputation and financial growth

- designing or managing Diversity and Inclusion programmes of work, for example Employee Action Groups, Network/Support Groups, Communications, HR practice or policy review and Mentoring
- coaching diverse teams/work groups on developing a culture of inclusion
- helping people become aware of and work with their unconscious bias

Contact Stephen Harrison to discuss and explore your needs for strengthening your capabilities in Diversity and Inclusion.