

**OZMA IQBAL**

**DWP GENDER DIVERSITY LEAD**

***Understanding and Embracing  
Intersectionality***



# Who's Who



Simon McKinnon  
CIO and Digital DG  
Gender Champion



Debbie Alder  
People and Capability DG  
Disability Champion



Emma Haddad  
Service Excellence DG  
Social Mobility Champion



Neil Couling  
Change Director and UC SRO  
Race Champion



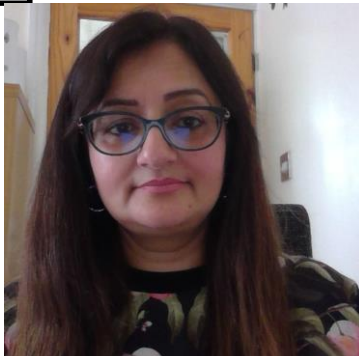
JP Marks  
Work and Health Services DG  
Wellbeing Champion



Jonathan Mills  
Policy Group DG  
Sexual Orientation and Gender Identity  
Champion



Nick Joicey  
Finance DG  
Age and Carers Champion



# I can be me in DWP .....

- Diversity means
- Inclusion means



# How Can We Make Our Work Environment More Inclusive?

Do I know if our colleagues perceive our workplace to be inclusive?

What more do I need to do to achieve an inclusive environment?

What does an inclusive culture look like?

Is our workforce representative of our customers?

How do I value others' differences?

In what ways do I avoid being my authentic self?

**Building a diverse and inclusive environment**



How do I challenge non-inclusive words and behaviours?

How involved am I in staff network events?

What triggers my own biases?

What can I do to role model inclusive behaviour?

How clearly do I see the impact I have on others?

How diverse is my own network?

How am I sharing my own experiences?



We have been holding various dialogues in DWP to talk about Race and recognise the distress that the death of George Floyd has raised, and the concern about the PHE report on the impact of Covid 19 on BAME individuals. In line with our ambitions to increase the diversity of our workforce and improve the experiences of our ethnic minority colleagues, we have committed to implement a range of additional actions which include:

- facilitation of multiple **Listening Circles** as a platform for colleagues to share details of their lived experiences and the career challenges they have faced to inform the further development of our **DWP Race Plan**. These have proved to be powerful, emotional, and challenging to date as colleagues shared their lived experience, and provide critical learning for us as senior leaders and others.
- increasing the level of **project work/development opportunities** and active Sponsorship to increase visibility and advocacy and support development needs; and
- introducing a **Shadow Board** creating opportunities for colleagues to inform and influence senior decision-making and increase individuals exposure and experience

The logo features the text "A Brilliant Civil Service" in a white, cursive font. "A Brilliant" is written in yellow, while "Civil Service" is in white. The text is set against a solid blue rectangular background.

A Brilliant  
Civil Service

The logo features the text "Diversity & Inclusion" in a white, cursive font. The text is set against a solid magenta rectangular background.

Diversity &  
Inclusion



# MY LEGACY:

\* I AM COMMITTED TO MAKING A DIFFERENCE AND GIVING PEOPLE THE OPPORTUNITY TO PURSUE THEIR DREAMS

\* HAVE THE COURAGE TO BE AUTHENTIC AND REALLY EMBRACE WHO YOU ARE.

\* RESPECTING PEOPLE AND WELCOMING DIVERSITY



# Embrace intersectionality... Be the change you want

- \*Seize every opportunity that is presented
- \*Cross every bridge as and when you come to it
- \*Limit your barriers
- \*Believe in yourself
- \*Build a good network of support
- \*Be authentic (embrace who you are)
- \****Don't dream your life... live your dreams....***

