

# WELCOME & INTRODUCTION

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28<sup>TH</sup> APRIL 2021. ONLINE



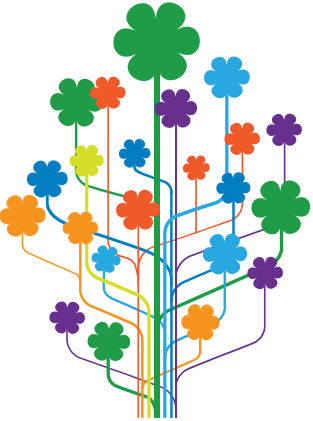
# INCLUSIVE LEADERSHIP IN THE PUBLIC SECTOR

Helping to break down barriers to success

# Diversity into Leadership: Breaking Down Barriers to Success in the Workplace

For organisations to be successful their workplaces must...

- **Represent the people** they aim to serve
- **Be Inclusive**
- Despite great efforts to focus on D&I not **yet reflected in senior** talent



## How can we get there?

honesty  
championing  
inclusive leadership

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# Where are we now on senior representation?

## Ethnicity

10%

Average percentage of ethnic minority leaders across seven sectors is **10%**  
(Source: [Gov.UK 2019](#))

6.3%

Senior Civil Servants only **6.3%** (Source: [Civil Service D&I Dashboard 2019](#))

5.2%

Public chair appointments **5.2%** (Source: [Guardian](#))

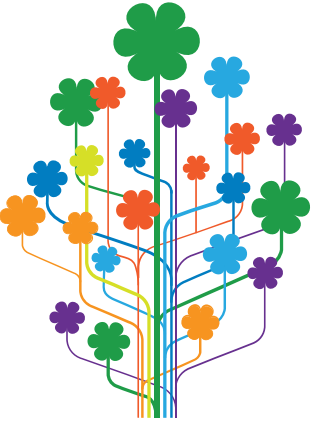
1%

Only **1%** of **top** management roles in the public sector are occupied by black staff  
(Source: [June 2020, BITC Report](#))

## How can we get there?

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# Where are we now on senior representation?

## Gender and Disability

35%

66% of public sector employees are female **only 35% hold leadership positions** (Source: [Kingsfund](#)).

28%

Public chair appointments **only 28%** for women (Source: [Guardian](#))

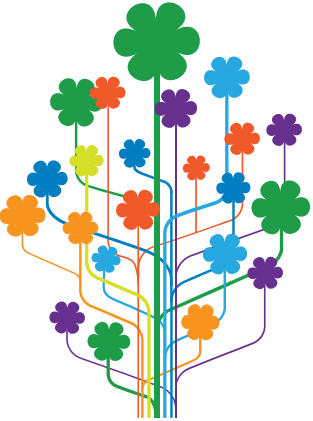
3%

Public chair appointments **less than 3%** for those declaring a **disability** (Source: [Guardian](#))

## How can we get there?

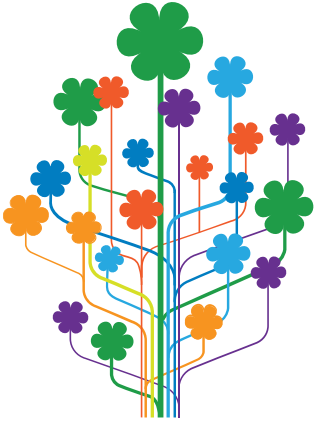
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# Diversity into Leadership: Breaking Down Barriers to Success in the Workplace

Why do we need diversity at the top?



- **Reflects** the real world
- Healthy debate can lead to **better decisions, great ideas** come from disrupting the status quo
- Divergent background means tackling **same idea in different ways**
- **More knowledgeable and sensitive** to a **wider variety** of groups and customers
- Improves **reputation and brand**

INCLUSION

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# Diversity into Leadership:

## Breaking Down Barriers to Success in the Workplace

Is diversity enough?



### Inclusive Leaders = Inclusive Teams

- **Heard and empowered**, so they feel like they **belong** – improves well-being
- **17% more likely** to report they are **high performing**
- **20% more likely** to say have made **high quality decisions**
- **29% more likely** to report **behaving collaboratively** (research by [Deloitte](#)) ([Image credit](#))
- When people feel like they belong, **3.5 times more likely** to contribute to their **fullest potential** (research by the [Center for Talent Innovation](#)).

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# What to expect

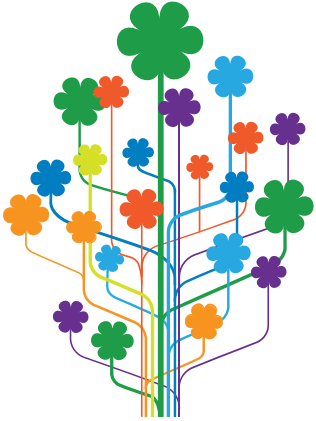
- Hear real life case studies

Learn from experts how to...

- Break down barriers to attract and develop diversity into leadership
- Champion to enable everyone to thrive
- Become an inclusive leader yourself

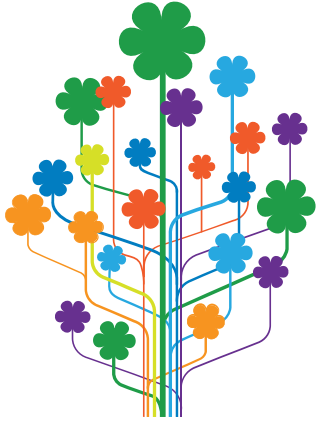
Get involved

- **Network** with colleagues in senior positions
- Share **your insights** into overcoming barriers and progressing
- **Question and Answer Session: Ask questions**
- Join in **conversation on social media** – tag and tweet us



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# Our Speakers & Schedule Today



- **Bernadette Thompson** – Dept. Dir of Inclusion, Well-being and Engagement at Ministry of Housing
- **Clare Walker** – Co-Exec Dir. of British Chambers of Commerce
- *Break 11:10*
- **Caroline Eglinton** - Access and Inclusion Manager, Network Rail (pre-recording)
- **Nancy Kelly** – CEO Stonewall
- *Lunch 12:25*
- **Nuzhat Ali** – Co-chair of CS Muslim Network
- **DS Janet Hills** – Chair of MET Black Police Association
- *Breakout Networking 14:05*
- **Sue Liburd MBE** – Managing Director of Sage Blue - Workshop
- CLOSE 15:40

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