

# Retaining Diverse Talent: Creating Opportunities for Minority Employees to Progress



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# Stepping Up Diversity Programme



[Stepping Up Promotional video](#)

## Establishing buy – in from senior leaders



Peaches Golding (OBE), The Lord-Lieutenant of the Council & Bristol, Councillor Asher Craig Deputy Mayor, Bristol City Council, Kevin Millwood, Head of Information Security, Hargreaves Lansdown

“The NHS is proud to be a key partner in Stepping Up.” Michelle Romain, Chair, North Bristol NHS Trust

“We are delighted to support Stepping Up in any way we can.” Robert Halton, Chief People Officer, Burgess Salmon

**Sir David Boolom, Chief Executive of Defence Equipment and Support Ministry of Defence**

## Grassroots community programme - HORUMAR



“Leading the development of Horumar Somali Women has increased my skill set and vision to make a positive contribution to my local communities and beyond.”  
Zahra, Stepping Up graduate

Bristol Somali women's course is 'jewel in the crown' - BBC News

# Equality and Inclusion Best Practice in Talent Management

POSITIVE ACTION

MAYORAL

REVERSE  
MENTORING

POSITIVE ACTION  
POLICY

BLACK, ASIAN AND  
MINORITY ETHNIC  
MAGISTRATES  
PROGRAMME  
RECRUITMENT

DIVERSE  
RECRUITERS

DIVERSE VOICES

STAFF LED GROUP  
CHAIRS

ADAPTING EXISTING  
RECRUITMENT  
POLICIES/ PROCESS  
/PLANS

## What can you do to change the face of diversity in your organisation?

1. What opportunities are there within your organisation to create or develop initiatives focused on developing minoritised groups?
2. What are the blockages, how will you overcome them?
3. What can YOU implement to change the diversity of your workforce today?