

**ATTRACTING
AND
SUPPORTING A
MORE DIVERSE
WORKFORCE**



ANALYSE THIS.

- Creating a more diverse voluntary workforce requires the exploration of the history and patterns of power and imbalances and Discrimination.
- Within Society and organisational structures very often political debates minimise the importance of diversity and inclusion and even blame certain communities by discussing them in oppositional ways to white working class . It is therefore imperative that we bridge this Gao and this is what is described in the book the Ambassador .
- Diversity equals Organisational health, growth and Opportunity.



MISSION STATEMENT.

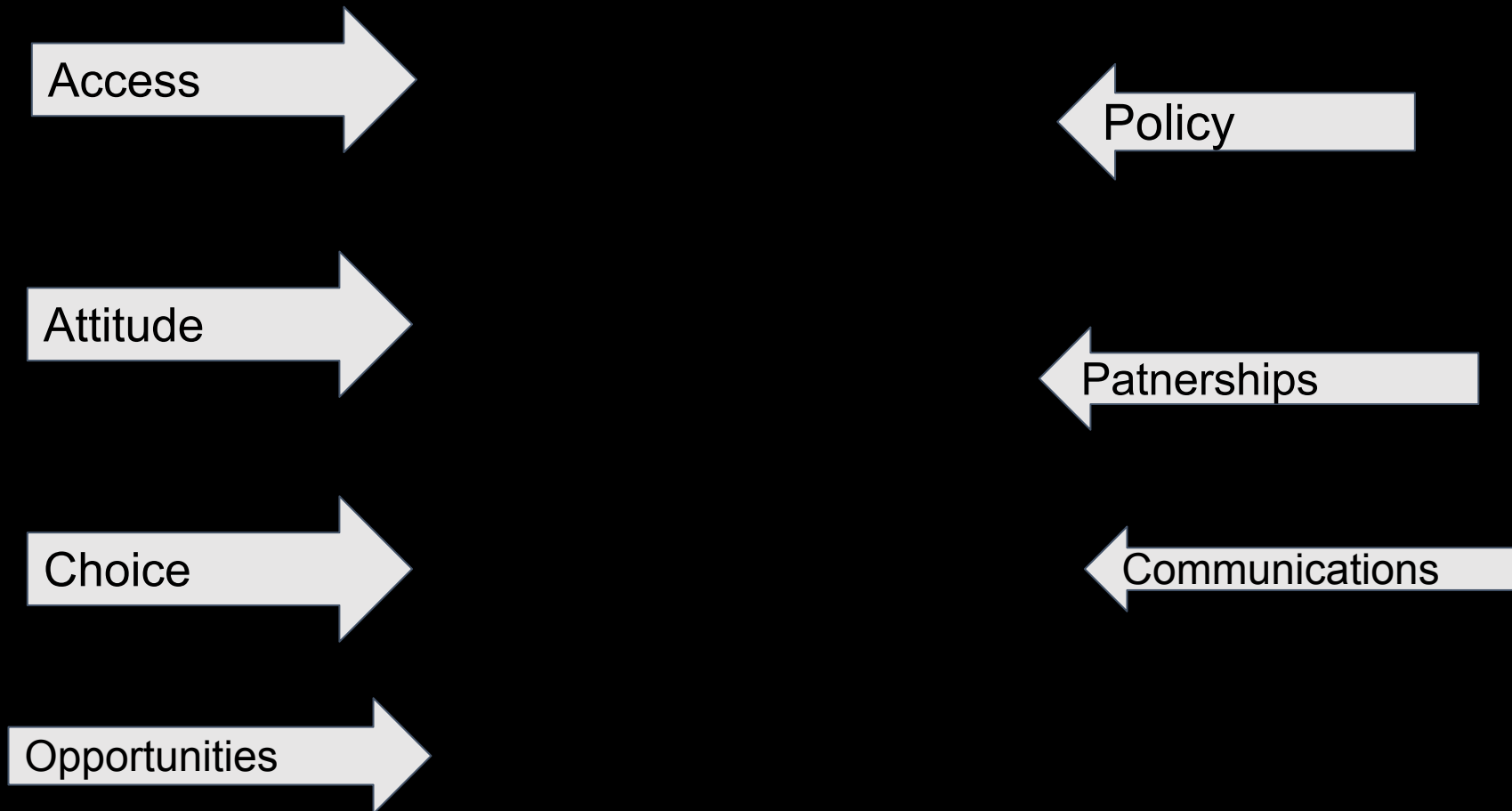
We equip, build and resource African heritage and Ethnic Minority individuals and their families in the UK with tools, skills and, knowledge to navigate third culture lived experience.

BRIDGE THE GAP.

GROWING COMMUNITY LEADERS.
COLLABORATION & PARTNERSHIPS.
EDUCATION-AMBASSADOR MODEL

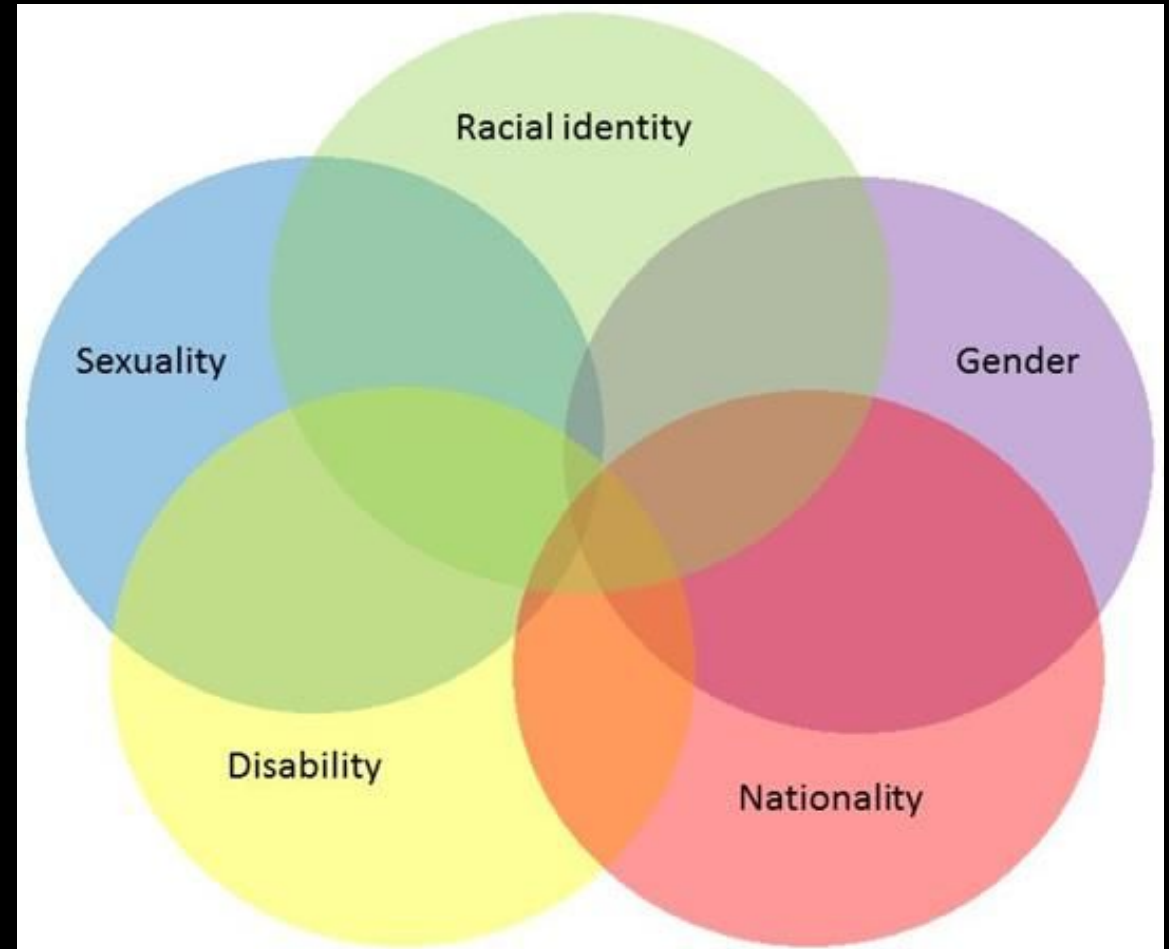


7 PILLARS OF INCLUSION:



INTERSECTIONALITY PROGRAMMES TO SUPPORT UNDERSERVED GROUPS-AMBASSADOR MODEL

- RECOGNITION OF THE DIVERSITY THAT EXISTS IN MARGINALISED GROUPS. DITCH B.A.M.E.
- RECOGNITION AND UTILISATION OF LIVED EXPERIENCE TO RESOLVE ISSUES ABOUT EDI
- INDUCTION TO INCLUDE EDI POLICY STATEMENT.
- CONTINUOUS PROFESSIONAL DEVELOPMENT AROUND PREVAILING EDI CHALLENGES.
- EMPLOY RELEVANT ENGAGEMENT CONSULTANTS.
- MANDATORY INCLUSION OF ONE ETHNIC MINORITY INTERVIEW FOR ALL POSITIONS-NFL EXAMPLE
- MISSION STATEMENT REVIEW TO INCLUDE EDI MESSAGE.
- CULTURAL AWARENESS/SENSITIVITY/ ADAPTABILITY PROJECTS CELEBRATING INTERSECTIONALITY.





WORKING IN PARTNERSHIP.

- COMMUNITY INTEREST GROUPS-CULTURAL AWARENESS
- HATE CRIME TRAINING.
- CULTURAL AWARENESS COMPETENCY WORKSHOPS IN STATUTORY AGENCIES.
- DIALOGUE WITH COMMUNITIES REPRESENTING YOUR WORKFORCE.
- PARTNERSHIPS WITH ESSEX POLICE (LOCAL LAW ENFORCEMENT).
- UTILISE LOCAL COMMUNITY ORGANISATIONS FOR RECRUITMENT AND INFORMATION DISSEMINATION.
- AGREE % OF ETHNIC MINORITY APPLICATIONS (WITHOUT COMPROMISING QUALITY).
- MENTAL HEALTH COUNSELLING OPTION/ LEARNING FROM EVERY CHALLENGING SITUATION.
- HONEST BROOKERS.

STRATEGIES FOR CREATING AN INCLUSIVE VOLUNTARY CULTURE:

- Emphasise the business case for diversity and inclusion
- Recognise bias - People won't sit at a table if not given a chair to pull up . In inclusion training the supervisors choosing people who are not like themselves . Appreciating and being curious and embracing difference
- Practise inclusive leadership-creating a safe environment where employees can speak , be heard and feel welcome.Embracing local expertise from and lived experience of people whose backgrounds differ.
- Hold everyone accountable for creating diversity in an organisational environment or community .



LISTENING COMMUNITIES



TOOLKITS

- EMOTIONAL INTEGRITY MENTALITY TOWARDS STAFF FEEDBACK AND LEADERSHIP FEEDBACK
- EDI POLICY ALONGSIDE MISSION STATEMENT.
- WORKFORCE REPRESENTATIVE OF “CUSTOMER” DERMOGRAPHY.
- FEEDBACK ANNONYMOUS.
- 360 MODEL TO INCLUDE EDI.
- SUGGESTION BOX (ELECTONICALLY)

LISTEN TO UNDERSTAND & REPAIR



UNDERSTANDING THE IMPACT & IDENTIFYING THE OPPORTUNITY.



People will **forget**
what you **said**, people
will forget what you
did, but people will
never forget how you
made them **feel**.

-Maya Angelou

IFORHER.COM

“

Where there is
discomfort, there
is an opportunity
for growth.

—





*Education is the
most powerful weapon
which you can use to
change the world.*

Nelson Rolihlahla Mandela

1918 - 2013

KNOW BETTER DO BETTER.

**“NO HUMAN IS LIMITED”
ELIUD KIPCHOGE**

