



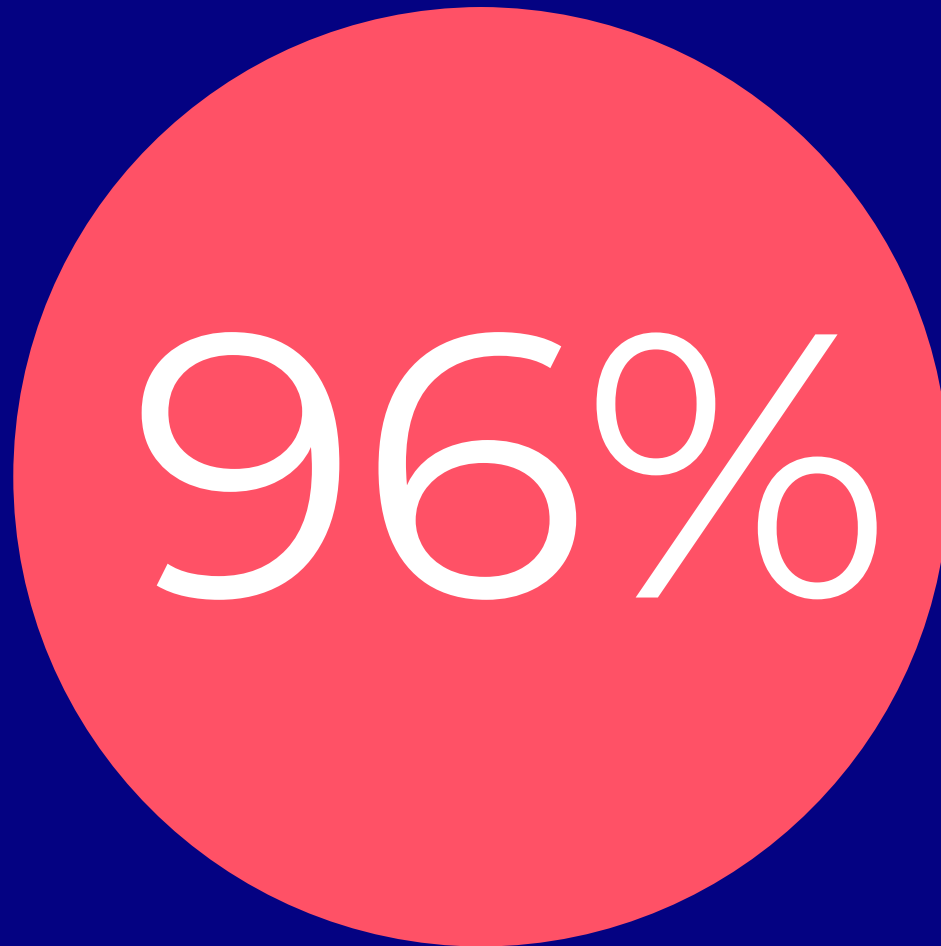
No More Ticking Boxes

Driving meaningful diversity
and inclusion outcomes

Allegra Chapman
Co-Creator



In a survey of leaders



said diversity and inclusion
offer a competitive advantage

But when it comes to employees

59%

say their organisation has work to do
on diversity and inclusion

Let's Go Beyond Ticking Boxes...

1. Why does this matter?
2. What are the challenges?
3. How can you drive meaningful change?



Watch This Sp_ce

We are on a mission to help organisations **work better together** by harnessing the power of inclusion.

1

Why Does This Matter?

Seen things like this before?

“ We are an equal opportunities employer complying with the regulations in the Equality Act 2010

”

Or this?

“

We comply with required
regulations and certifications
around diversity and inclusion

”

Is anyone struggling with...

Recruitment

Engagement

Communication

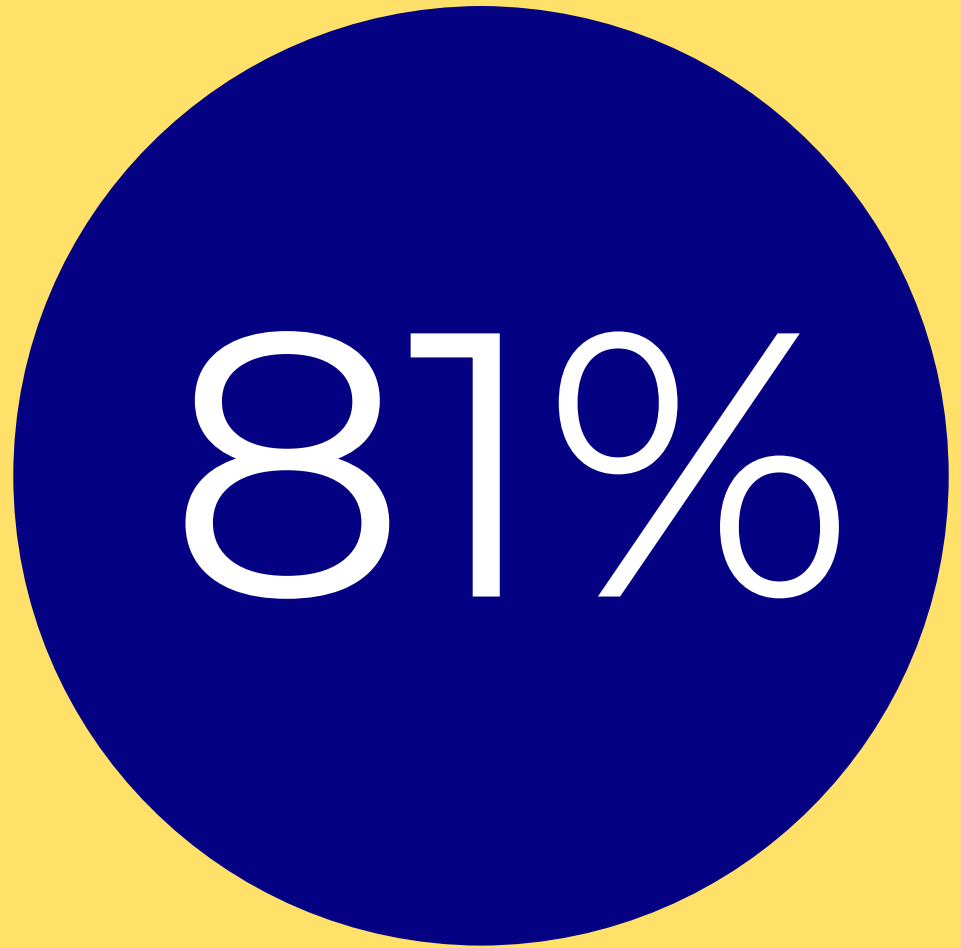
Crisis Management

Innovation

Productivity

Results

Decision-Making



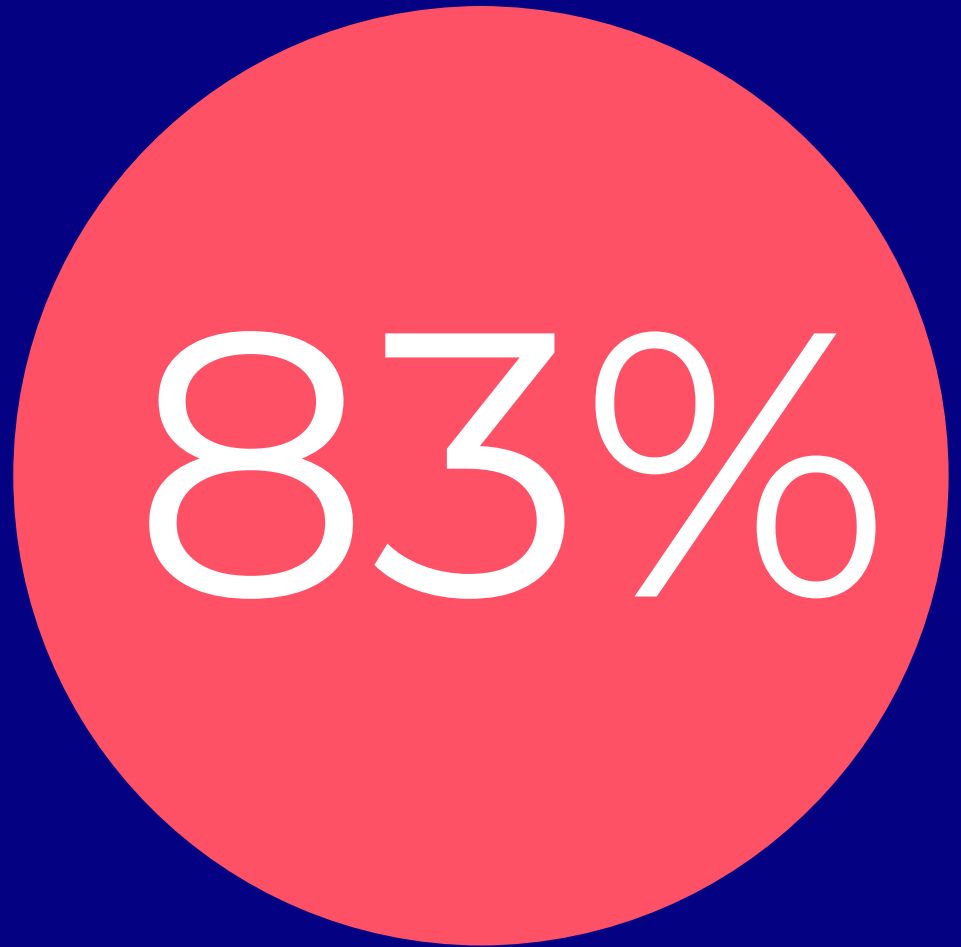
of employers are struggling
to recruit right now



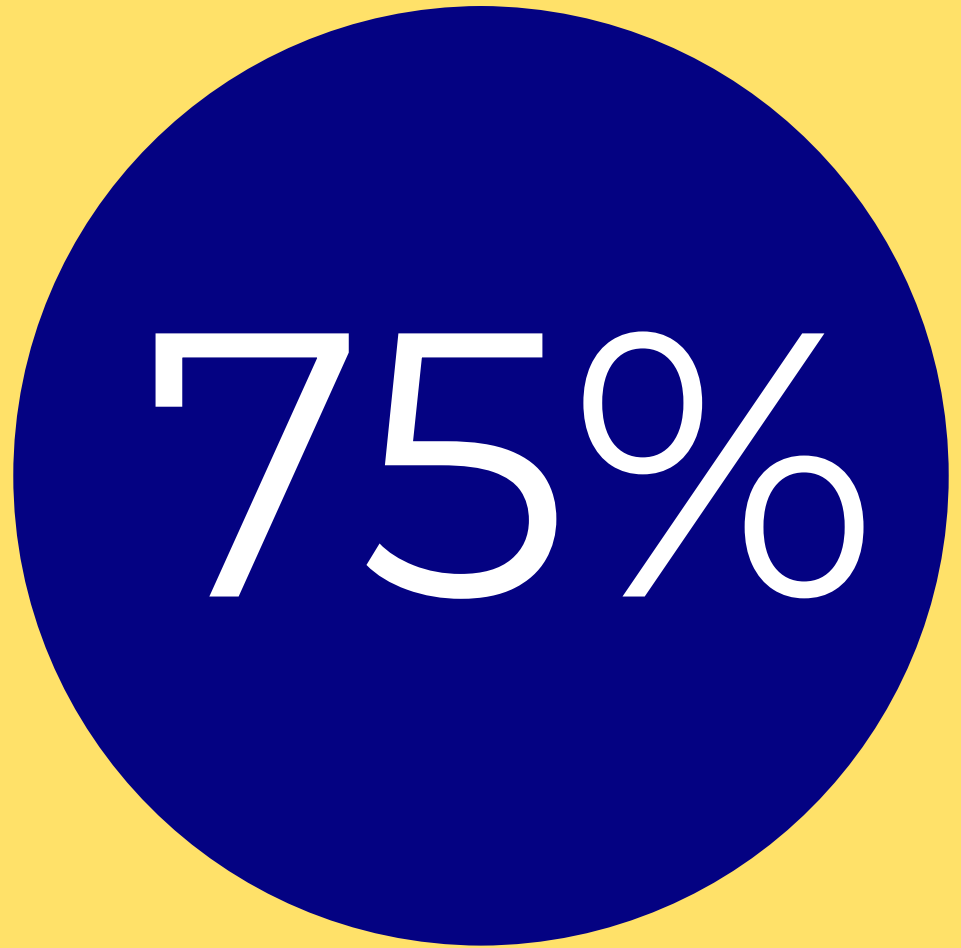
of job seekers look for
diversity and inclusion in employers

60%

of employees are disengaged
in the workplace



increase in engagement
for inclusive teams



of communications
are misinterpreted

10%

of workplaces

consider cognitive difference

Diverse and inclusive teams are...

19%
more innovative

87%
better at decision-making

25%
more productive

50%
less likely to quit

37%
better performing

36%
more profitable

We need to show people
we're not just ticking boxes when it
comes to inclusion

We need to show genuine
commitments and actions taken

Over to you:
where are you talking the talk?

2

What are the challenges?

A lot to consider

You know you need to appeal to a wide range of students, employees and stakeholders





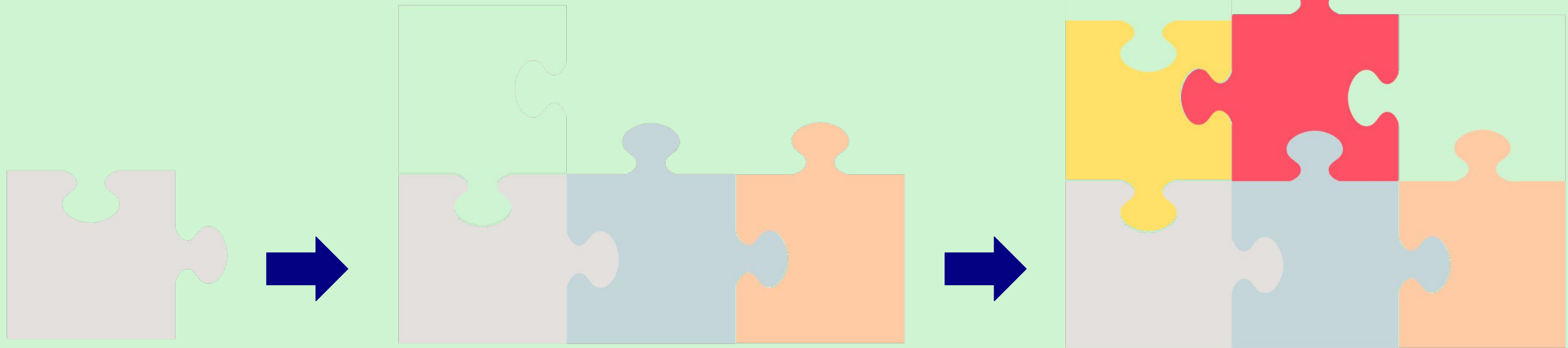
Finding gaps

What actions are needed?

What will make an impact?

Who needs to be engaged?

Being proactive



Are you planning ahead?

Are you making incremental progress?

Making the case

How does this align with other priorities?

Do you have buy-in?





Resourcing

Who will lead this project?

Do they have time?

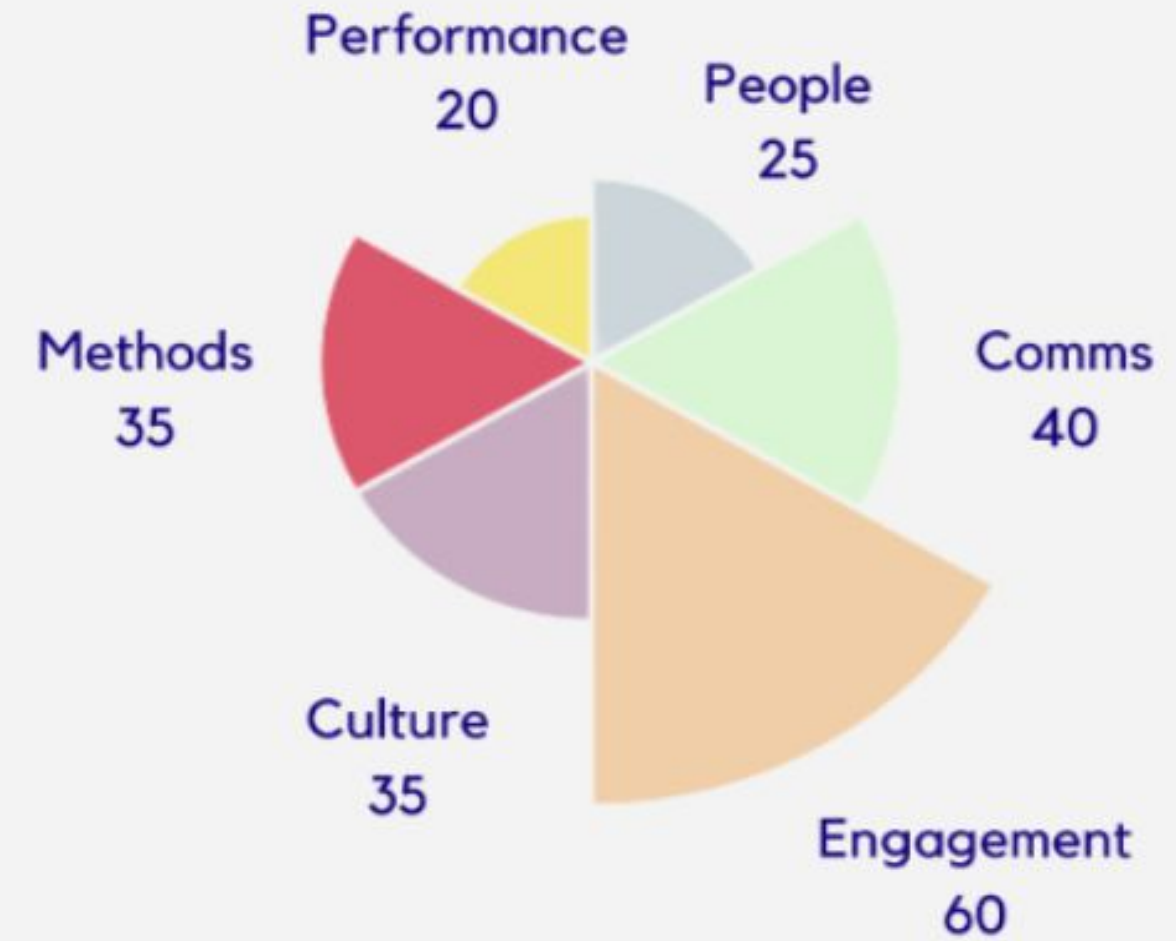
What do they need?

Is there budget?

Measurement

How do you know if it's working?

Inclusion Score



Over to you:
what are your main challenges?

3

**How can you drive
meaningful change?**

What are your vision and goals?

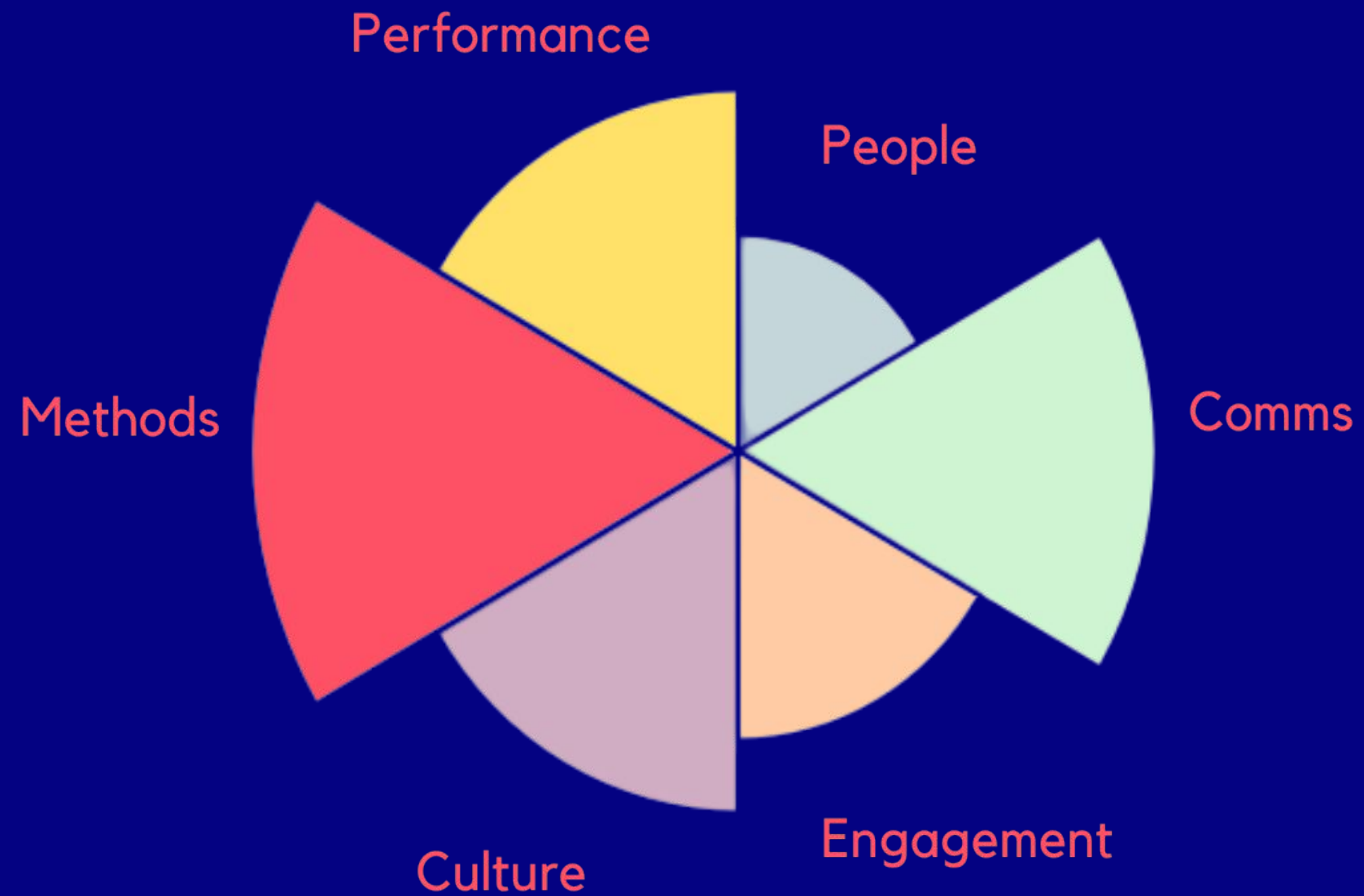


SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD



Where are you?



inclusivespaces.scoreapp.com

Where are your changemakers?

Steering group

Employee networks

Purposes and processes

Budget, training and support





Is this a safe space?

Anonymity

No judgement / retaliation

Taking action on feedback

Space for disagreement

Are you clear?

Regular updates

How to get involved

90% of websites inaccessible

Ways to communicate

Watch your language





Is it performative?

Jumping on awareness days

Social media hashtags

Seeking publicity

Consider your stance



Is this embedded?

Policies, processes, intentional culture design

Training and leading by example

Over to you:
what will you do next?

Remember....

“When everyone
is included,
everyone wins.”

Jesse Jackson,
Civil Rights Activist

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Watch This Sp_ce

Work better together



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