EQUITY, DIVERSITY & INCLUSION

Q&A WEBINAR



CAT WILDMAN FOUNDER POWERED BY DIVERSITY





TODAY'S AGENDA

- Introduction to your Host and Guest Speaker
- Asking the advance questions
- Open session to ask your questions
- Practical next steps and Tools
- Summary & Close



LUCINDA CARNEY C PSYCHOL

- Too many years in Corporate L&D roles!
- Chartered Psychologist
- Founder and CEO Actus Performance, Learning & Talent Management Software
- Host of No. 1 ranking The 'HR Uprising' Podcast
- Author of the best-selling book "How to be a Change Superhero"
- Mum of 2
- Enjoys Netball and Tennis



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How To Be A Change Super Hero Book





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www.actus.co.uk







The Complete Performance, Talent & Learning Management Suite

Actus has been designed to provide a complete people performance solution that can scale with your requirements

51,237

332,000

Current Users

Performance Reviews & check ins

5,120

711,700 Monthly Conversations

Objectives Updated & PDP's









CAT WILDMAN

- Founder of **Powered By Diversity.**
- Scientist turned technologist
- Award winning digital product person
- Expert in diversity, equity and inclusion
- Passionate about fairness and opportunity for all
- Mum of 3



WHAT WE OFFER

EDI Health Check

All The Equity, Diversity and Inclusion data you need in 2 simple steps:

- Leadership Alignment Session
- Employee Assessment

Your data is ready complete with recommendations and an action planning tool

Diversity Ambassador Certification

Our acclaimed Diversity Ambassador Certification training has one outcome: sustainable confidence in every aspect of diversity. Taught live over 10, weekly, 90 minute classes in a lunch-and-learn style, your employees will be trained by 10 different experts, all of whom have lived experience and expertise.

Cultural Calendar Club

12 Months of Talks & Events Made Financially Accessible for All Organisations...Members pay a small amount into the Cultural Calendar Club kitty, and in exchange, they get 24+ brilliant virtual talks and workshops delivered live throughout the year.





Question & Answer Session

Please add your own in the chat as we go



Polls: Do you currently have a DE&I strategy?

Nothing yet

A few initiatives but no master plan

We have benchmarked and have some areas to improve

A rough plan

Yes a full strategy



- 1. How would you start to build an ED&I strategy?
- 1. If you are an SME how important is D&I?
- 1. If you can only gather one or two types of diversity information where would you start?
- 1. What are the most common ED&I issues or challenges in your experience?
- 1. What would be a quick win if you wanted to do something about ED&I but have little resource?



Poll: What makes managing DE&I difficult for you?

No budget

Not enough time

Lack of leadership buy in

Lack of confidence

Lack of employee interest/accessibility



LIVE Q&A SESSION

Please ask your questions in the chat and we will select as many as time allows to address today



Please be respectful of each other's questions



The recording will be sent alongside the slides







Practical Tips

- Start by benchmarking the current position to find gaps that can be filled e.g. Survey or leadership 360
- Examine existing sources of data e.g. Exit interviews or promotion stats
- Chat to people informally or run focus groups







ats are ready to view.

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You have been awarded GOLD for 2024

Financially Accessible

Equity, Diversity and Inclusion.

LIVE EVENTS, TRAINING & DIAGNOSTIC DATA

Ethnicity Ray Gap Reporting 101

Ethnicity Pay Gap Reporting 101

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5 Inclusion

Let's Talk

ACTUS 360NOW

- Increase the self-awareness and skills of your leadership team or managers
- Measure and embed a psychologically safe culture.
- simple, efficient and user-friendly solution for managing 360 degree feedback.



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Experience 360 Feedback

Try 360 Feedback on yourself with the EDI template & one to one feedback for just

£175

Actus (%) Building a better workplace for people

Useful Resources

Blogs:

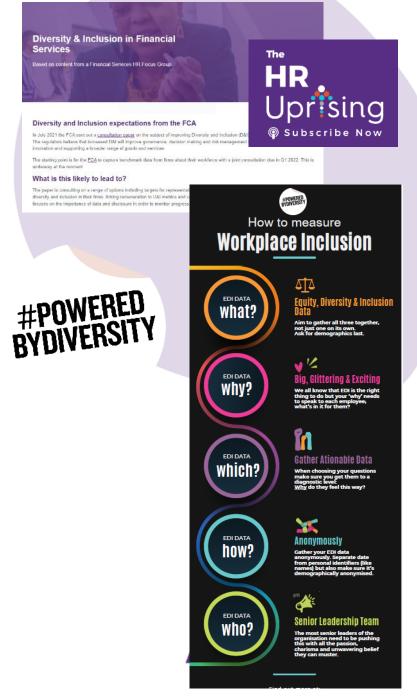
- How to design a diversity strategy in 5 easy steps **Download here**
- Diversity & Inclusion in Financial Services Download here

The HRUprising Podcast Episodes:

- Podcast Episode 222: E.D.I. for SMEs with Cat Wildman
- Podcast Episode 167: Recruiting For Diversity with Yvonne Smyth of Hays
- Podcast Episode 165: The Disability Opportunity with Hardeep Rai

Powered By Diversity Information

- How to measure Workplace Inclusion Infographic Click Here
- E.D.I. Health Check
- <u>Cultural Calendar Club</u>
- <u>https://poweredbydiversity.org</u>



What's Coming Up...

Actus Webinars

Rethinking Organisational Change Tuesday 19th March @ 12:30. <u>Register Here.</u>

Rethinking Organisational Development (O.D) Tuesday 23rd April @ 12:30. <u>Register Here.</u>

Education & Demo

Join your webinar host, Lucinda Carney & Katie Wingfield for an insight into *"Understanding 360Feedback Discovery Session"* together with a **DEMO** of the Actus 360NOW tool.

Tuesday 26th March@ 12.30 Register Here.





Thank you for joining us today! We will send the useful resources and recording out

on email