

# EQUITY, DIVERSITY & INCLUSION

## Q&A WEBINAR



**#POWERED  
BYDIVERSITY**

**CAT WILDMAN**  
FOUNDER POWERED BY DIVERSITY



**LUCINDA CARNEY**  
CEO ACTUS SOFTWARE

# 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](#)



[www.hrupsing.com](http://www.hrupsing.com)



[www.actus.co.uk](http://www.actus.co.uk)

**Actus** 

# 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**

Current Users

**332,000**

Performance Reviews & check ins

**5,120**

Monthly Conversations

**711,700**

Objectives Updated & PDP's



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BYDIVERSITY**

# 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

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A few initiatives but no master plan

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We have benchmarked and have some areas to improve

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A rough plan

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Yes a full strategy

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- 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

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Not enough time

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Lack of leadership buy in

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Lack of confidence

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Lack of employee interest/accessibility

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# 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





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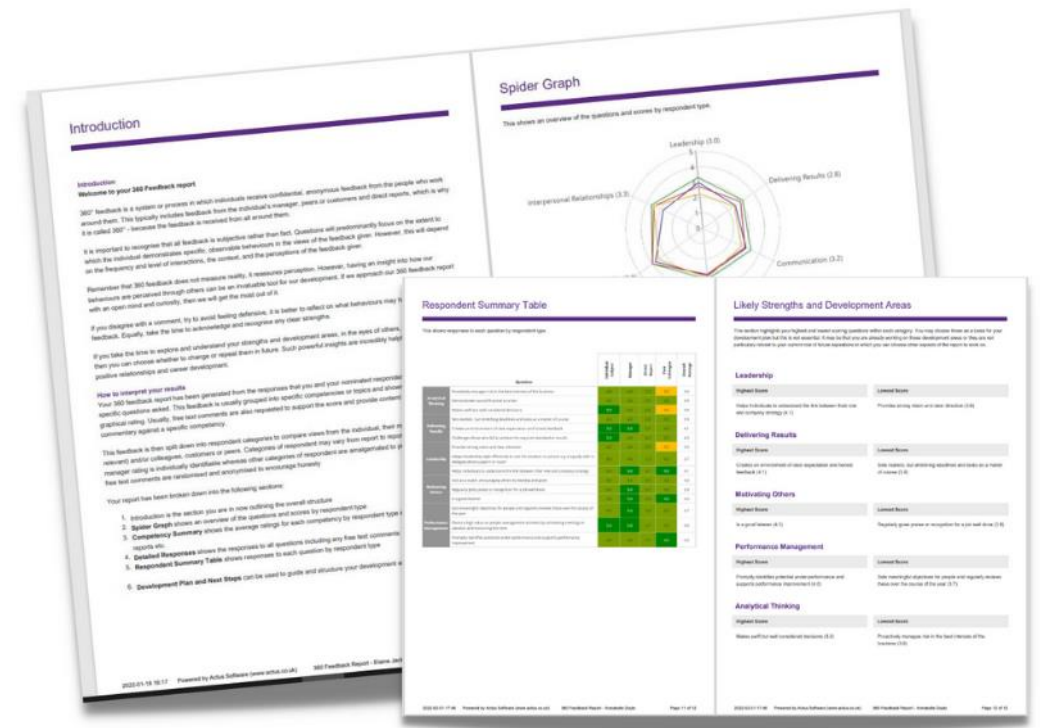
# Financially Accessible Equity, Diversity and Inclusion.

LIVE EVENTS, TRAINING & DIAGNOSTIC DATA

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.



Experience 360 Feedback

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

£175

# 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](#)
- [Cultural Calendar Club](#)
- <https://poweredbydiversity.org>

**Diversity & Inclusion in Financial Services**  
Based on content from a Financial Services HR Focus Group

**The HRUprising**  
Subscribe Now

**Diversity and Inclusion expectations from the FCA**  
In July 2021 the FCA sent out a [consultation paper](#) on the subject of improving Diversity and Inclusion (DI). The regulators believe that increased DI will improve governance, decision making and risk management. Innovation and supporting a broader range of goods and services.

The starting point is for the FCA to capture benchmark data from firms about their workforce with a joint consultation due in Q1 2022. This is underway at the moment.

**What is this likely to lead to?**  
The paper is consulting on a range of options including targets for representative diversity and inclusion in their firms. Linking remuneration to DI metrics and focuses on the importance of data and disclosure in order to monitor progress.

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**How to measure Workplace Inclusion**

- EDI DATA what?**  
Equity, Diversity & Inclusion Data  
Aim to gather all three together, not just one on its own. Ask for demographics last.
- EDI DATA why?**  
Big, Glittering & Exciting  
We all know that EDI is the right thing to do but your "why" needs to speak to each employee, what's in it for them?
- EDI DATA which?**  
Gather Actionable Data  
When choosing your questions make sure you get them to a diagnostic level. Why do they feel this way?
- EDI DATA how?**  
Anonymously  
Gather your EDI data anonymously. Separate date from personal identifiers (like names) but also make sure it's demographically anonymised.
- EDI DATA who?**  
Senior Leadership Team  
The most senior leaders of the organisation need to be pushing this with all the passion, charisma and unwavering belief they can muster.

# What's Coming Up...

## Actus Webinars

### Rethinking Organisational Change

Tuesday 19<sup>th</sup> March @ 12:30. [Register Here.](#)

### Rethinking Organisational Development (O.D)

Tuesday 23<sup>rd</sup> April @ 12:30. [Register Here.](#)

## 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 26<sup>th</sup> March @ 12.30 [Register Here.](#)







**Thank you for joining us  
today!**

**We will send the useful resources and recording out  
on email**