



Inspiring business
Jersey



RYcomp22

Diversity 4 Inclusion – Turning Dialogue Into Action

in collaboration with

The Diversity Network and Lean-In Jersey



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Diversity & Inclusion – Establishing Real Change

14th February 2020



"What if we don't change at all ...
and something magical just happens?"



TDN Research Week

- **The Idea**

To try to improve the issue of lack of D&I data in Jersey with a team of volunteers blitzing as much research as possible in 3 days.

- **The Research Objective**

To understand the D&I climate in Jersey

- **The Research Approach**

To split the task force into two groups looking through both a corporate and community lens.

Proactively searching the internet and contacting a range of organisations to ask them to contribute their data and research.

The General Findings

Statistics

- Some information is available through last census (but data very old now)
- More work to be done. A lot of datasets out there – but never been connected.
- Only 2 companies (from across Jersey industries) volunteered their data
- Companies more comfortable filling out a survey

Barriers

- Don't collect the data
- Being the first one to share

Spotlight Findings

So what do we know about the D&I climate for some in Jersey?

Disability

- Employment is very difficult to access in Jersey if you have a disability. C.14% of all Jersey residents have a disability. 62% of respondents with a disability or severe impairment found it difficult to gain paid work.

Gender

- If you are a women over 20, from a lower socio-economic background, Jersey is probably not an inclusive place to work. Especially if you also have child-caring responsibilities.
- In professional occupations (50/50 men and women), you are half as likely to be in a managerial role if you are a woman.





Spotlight Findings

Barriers to work

At the end of 2019, Jersey had 880 people unemployed & registered as actively seeking work. Of those, **the greatest barriers to work were:**

Confidence/low self-esteem	28%
Duration of employment	26%
Poor communications skills	12%

The greatest personal limitations were:

Mental illness	23%
Criminal record	15%
Caring responsibility	12%

On 31 December 2019, more females (510 individuals) than male (370 individuals) were registered as ASW.



Spotlight Findings

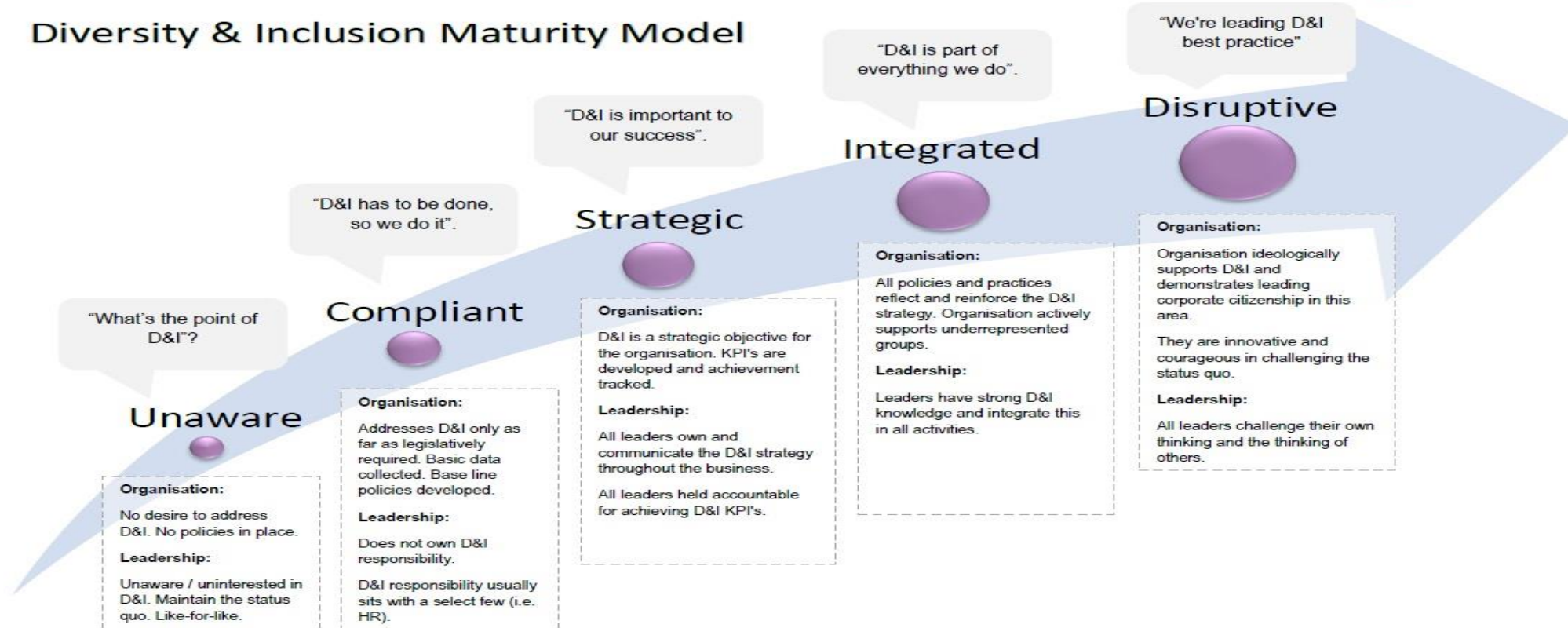
Our Future Talent

- 24% of children in our schools do not have English as a first language
- 13% of children of school age have a Special Educational Need.
- 22% of children in our schools receive Jersey Premium

How are we helping these children to break down the barriers to opportunities in our workplaces and enriching our future workplaces?

The D&I Maturity Model: Where is Jersey?

Diversity & Inclusion Maturity Model



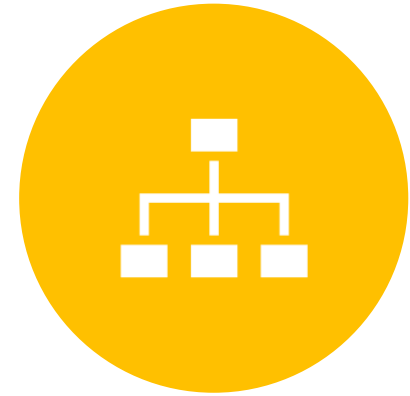
Our Approach to Turning Dialogue into Action



SELF-AWARENESS & BUY-IN – FOR
SLT AND EMPLOYEES.



USE UNCONSCIOUS BIAS
TRAINING TO START A
CONVERSATION....



DE-BIAS YOUR PROCESSES AND
PROCEDURES

From Compliant...to Strategic



**Awareness raising
& buy-in from
Senior Leadership
Team. Clear high
level aims in plain-
speak:**

- more diverse talent identified and recognised;
- equal opportunity for all talent;
- one team/break down silos



**Establish our
starting point:
what is the current
experience of staff?**

- awareness raising
- line management buy-in to D&I;
- feedback workshops;
- employee engagement survey



**Strategy in place
and actions
identified:**

- employee-led approach to de-biasing processes and procedures
- design & trial of new recruitment process
- measurement and accountability

Santander's D&I Strategy



Highlands College – Inclusion Defined

- **Working Environment**
- **Engagement**
- **Vibrant learning environment**
- **Balance**
- **Valued and supported**
- **Communal**
- **Autonomy**



Sky – International Best Practice

“Get the CEO involved. Set goals and metrics. Keep it simple and focus on small things. Talk about it and promote it.”

Chris Stylianou, Chief Operating Officer (UK and Ireland), Sky,

No.3 in the Inclusive Top 50 UK Employers



Sky: Strategic...Disruptive

How:

- Sky's Women in Leadership Programme: 50/50 shortlists for senior positions & tailored leadership development
- Sky News has a 2 week work experience programme targeting aspiring journalists from minority or financially disadvantaged backgrounds.
- Employee networks which promote dialogue and a sense of community among workers.
- Variety of communication methods to embed an inclusive culture to ensure message is real and not just from HR, eg senior staff sharing experiences



Measuring success: Monitors the impact of its approach on engagement and retention.

- Employee engagement survey
- An inclusion dashboard, which provides a demographic overview of the organisation





US Law Firms – Cultural Change

Collectively adopted the ‘Mansfield Rule’ as a measure –

- 30% of applicants considered for leadership and governance roles, equity partner promotions, formal client pitch opportunities and senior lateral positions must be women and people from other minority groups, including ethnicity, disability, LGBTQ+.

➤ This has led to cultural change with 65% of participating firms seeing a notable increase of diverse lawyers into equity partnership.



US Law Firms – Collaboration

‘Move the Needle Fund’ – a collaboration between key firms investing in significant diversity efforts over 5 years and setting aggressive, public firm-specific diversity goals.

This has lead to firms:

- feeling empowered to experiment with innovative methods
- sharing their findings with each other and the wider community.
- investing in new approaches to hiring, work/life integration, work allocation, sponsorships, promotions and performance management, comp and bens
- hiring a dedicated ‘Diversity Developer’ to provide expert support and coaching to partners as they implement their annual plans and goals.

5 Steps To Establishing Real Change



Be bold and be innovative. Push boundaries. This is exciting and an opportunity for huge competitive advantage! #BeTheChange



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