

## IoD Jersey Diversity Sub-Committee

### 2020 Vision Statement: Creating an IoD Jersey Diversity and Inclusion Leadership Charter

By signing the Charter, it is intended that individuals would make commitments to core D&I principles such as:

1. Valuing a diverse range of perspectives, ideas and experiences, regardless of gender, age, disability, ethnicity, neurodiversity, sexual orientation, language, cultural background, religious beliefs, educational background, socio-economic background or marital, family or carer status.
2. Building the knowledge, skills and tools to attract and retain the widest possible pool of human talent, creating broader and richer workplaces to enhance creative thinking, innovation and problem solving.
3. Promoting and encouraging diversity and inclusion, raising awareness of the benefits by “walking-the-talk” and leading dialogues on best practice within our organisations and the broader island community.
4. Preventing unlawful discrimination, building workforces that are representative of all sections of society, and respecting every employee, volunteer, supplier and customer.

Practically, the Charter would seek to make a tangible impact by encouraging signatories and their organisations to undertake some or all of the following D&I activities:

- Creating a workplace culture where D&I is regarded as a source of enrichment, innovation and creativity and where inclusion is promoted by all.
- Providing the tools and infrastructure (e.g. flexible working) for all colleagues to achieve better work-life balance.
- Safeguarding equal opportunities at every career step through diversity-led candidate recruitment and selection processes.
- Considering the use of targets to drive and achieve better gender, age, disability, ethnicity, etc. balance at all levels of management.

- Establishing non-discrimination and anti-harassment policies and procedures; creating confidential channels through which breaches can be escalated to HR and senior management.
- Embedding a zero-tolerance approach to discrimination, bullying and harassment of any kind.
- Educating management and HR on the potential barriers and unconscious biases that can prevent individuals from succeeding; fighting against stereotypes.
- Communicating D&I commitments and actions to colleagues of all levels on a regular basis, and involving colleagues in strategy-setting and decision-making.
- Considering how and when (e.g. annually) to publish workforce diversity profiles and details of D&I activity, including long term strategic plans / objectives.
- Including D&I as part of supplier procurement processes.
- Conducting regular self-assessments to reaffirm commitments to D&I.
- Establishing a D&I advisory committee and / or monitoring plan, to steer and monitor progress against agreed objectives.
- Building D&I metrics into employee balanced scorecards and performance reviews.
- Assigning responsibility for D&I (including meeting these Charter commitments) to a named, senior level individual, ensuring regular progress reports are given to the Board / senior management.
- Working collaboratively within and outside of our organisations to develop and adopt D&I initiatives, which support the practical implementation of the Charter.

Signatories would be supported by ongoing work, resources and events arranged by the IoD Jersey Diversity Sub-Committee (and other Jersey D&I organisations) in 2020 and beyond.

Today, IoD Jersey seeks statements of support for this 2020 D&I Vision Statement. By signing this statement of support, individuals are signalling their intention to collaborate with and support IoD Jersey in reviewing and creating a workable yet inspirational Diversity and Inclusion Leadership Charter, to encourage and underpin tangible D&I action. The draft Charter principles and activities outlined above are offered as a starting point for this important discussion.

Statement of Support: IoD Jersey 2020 D&I Vision Statement

*Signed:*

*Date:*

*Name:*

*Position:*

*Organisation:*

*Email Address:*

*I am happy to be publicly named as a signatory of this charter: Yes / No*

*I am an IoD Jersey member: Yes / No*