

# PAUL SESAY

## FOUNDER & CEO



# WHAT IS DIVERSITY?

## Why is it important to understand diversity?

## What are the consequences of not managing

## Diversity?

## How to manage diversity.



# DEFINITION OF TERMS

**The fact or quality of being diverse; difference.**

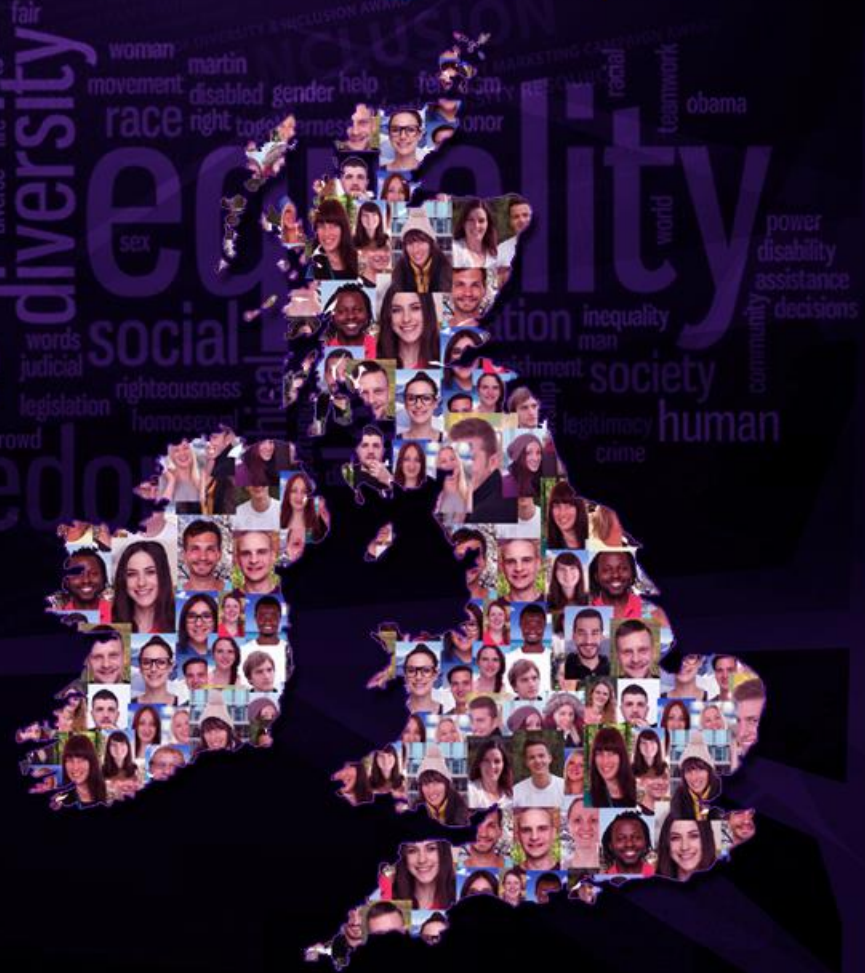
**A point or respect in which things differ.**

## The ways we are different

The condition of having unique characteristics.

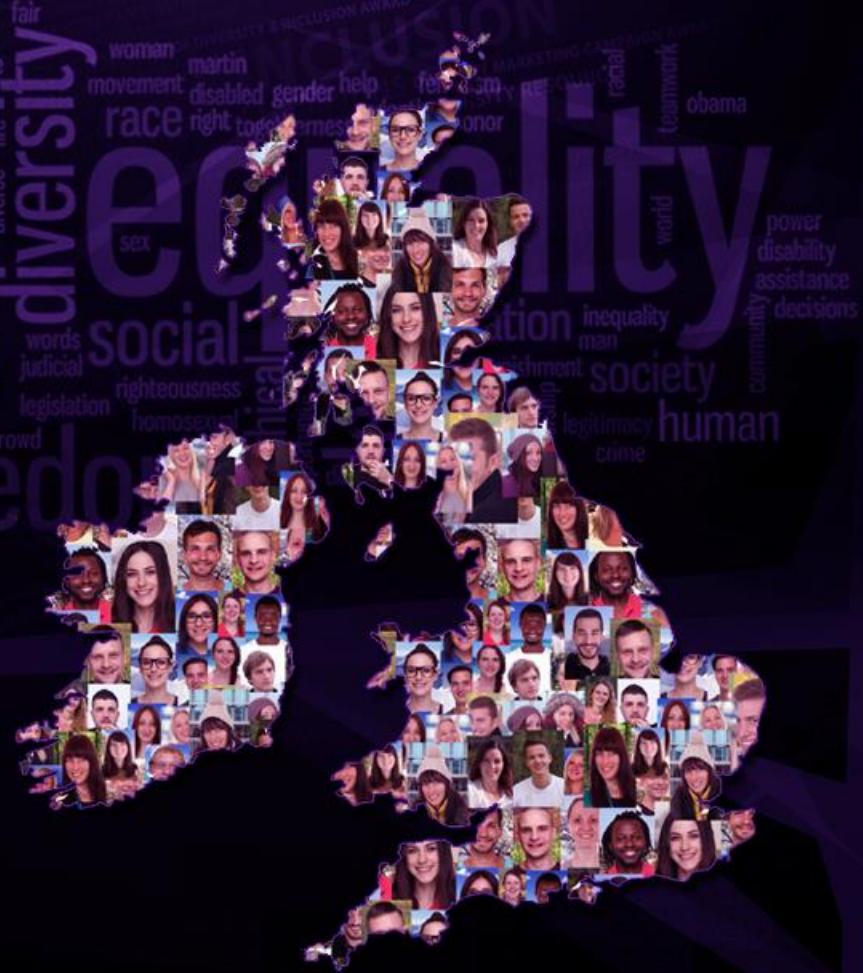
# The condition of being diverse

**Variety - especially: the inclusion of diverse people (as people of different races or cultures) in a group or organisation.**





***“Diversity is the mix,  
inclusion is making  
the mix work”***



## Other Aspects

- Education
- Physical Attributes
- Height/Weight
- Language/Accent



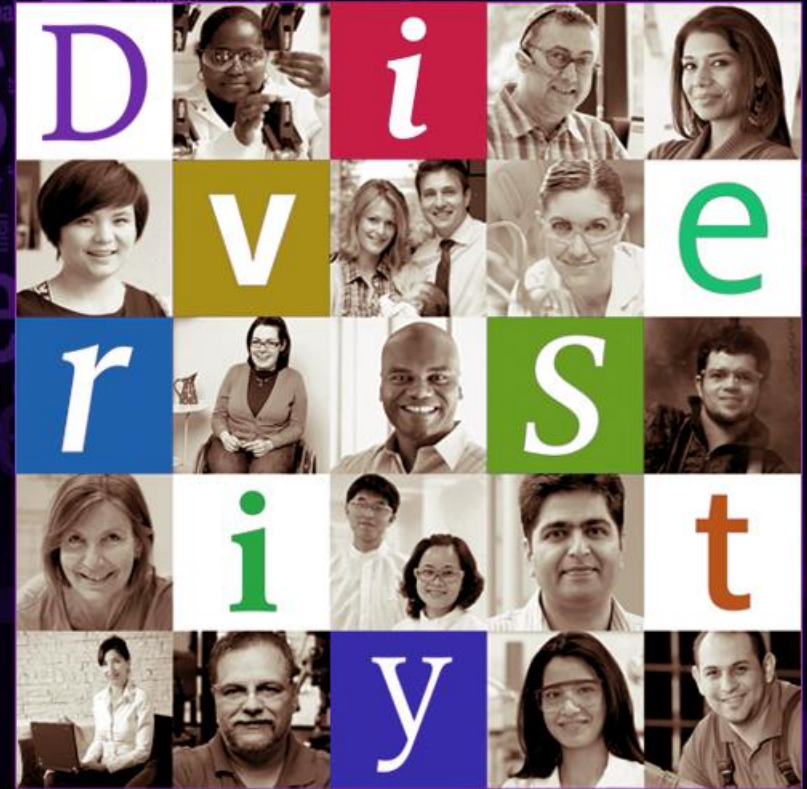
# WHY IS IT IMPORTANT TO UNDERSTAND DIVERSITY?

Diversity is more than just tolerating differences.

It is:

Respecting, appreciating, and understanding the varying characteristics of individuals.

Everyone is unique and no single person is a representative of a certain group. Stereotypes and other racial biases/prejudices are damaging to a business.





# HOW DIVERSITY NEEDS TO BE VIEWED

Diversity is EVERYONE, all people are different

Certain barriers and boundaries that have been created by our society that need to be broken down

Unconscious Bias being at the forefront of these barriers

Our aim is to see the destruction of these barriers becoming common practice amongst UK Employers

## Frustration at the promotion of singular strands

Certain strands being disenfranchised and being left far behind i.e. Disability & Race



Not to mention, it is illegal!!!







# HOW TO ATTRACT A DIVERSE WORKFORCE

Diversity and inclusion has to come from the very top down, from boardroom level to operational

Work with the right community organisations to spread the message 'WE ARE OPEN FOR BUSINESS FOR DIVERSE TALENT'

## Diversity training for staff



# Promoting diversity & equality in the parish sector and broader local government

## Get the right people involved

# A team that believes in change

## Make sure it's visible within the company

## Questions status quo





# Nominations

Nominations for the Excellence in Diversity Awards and the Inclusive Top 50 UK Employers are now open for submission.



[www.excellenceindiversity.co.uk/nominate](http://www.excellenceindiversity.co.uk/nominate)



[www.inclusivetop50.co.uk/membership](http://www.inclusivetop50.co.uk/membership)

Deadline March 2017.

Ceremony will take place June 2017.



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