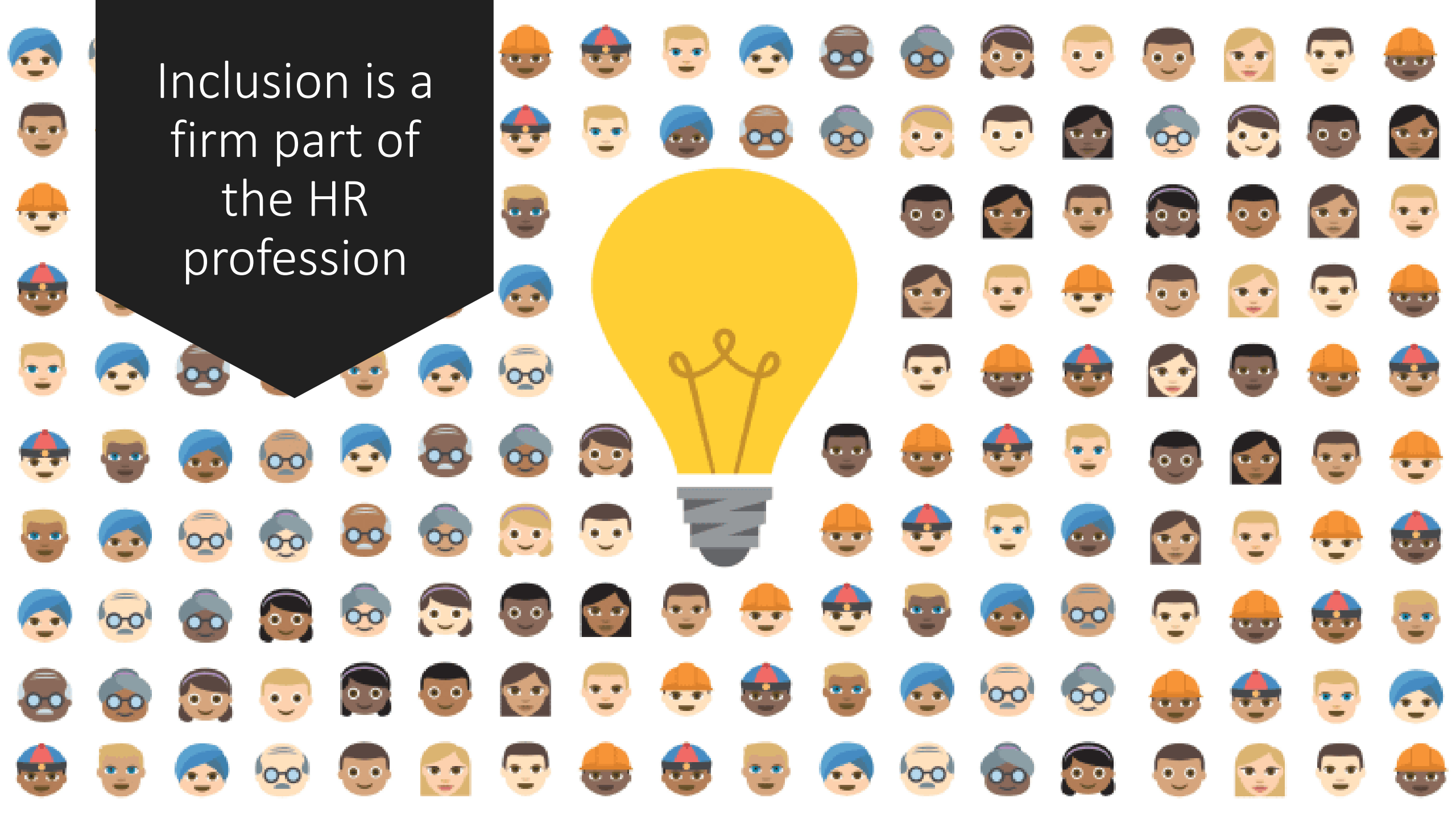
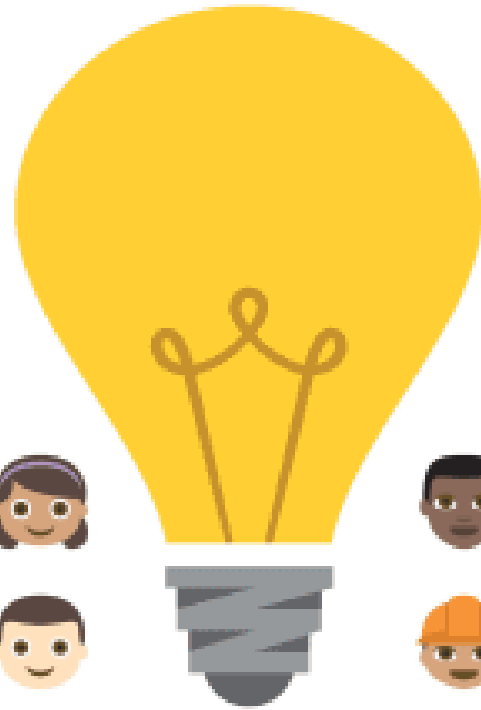


Driving inclusion in HR

#InclusiveHR

Bernadette Thompson OBE

Inclusion is a
firm part of
the HR
profession



Are we as a
profession
hypocrites?

Hypocrite:

***Someone who
conveniently
forgets their own
faults so they can
point out
someone else's.***



Charity begins at home first!!!



“If HR can’t walk the talk about diversity and inclusion then it doesn’t have the licence to lecture the rest of the organisation,”

Frank Douglas
CEO of Caerus Executive



The HR profession grew by
42% in the past decade
(from 2011 and 2021)
compared to just 10% for the
general workforce

CIPD people profession
update(2021)

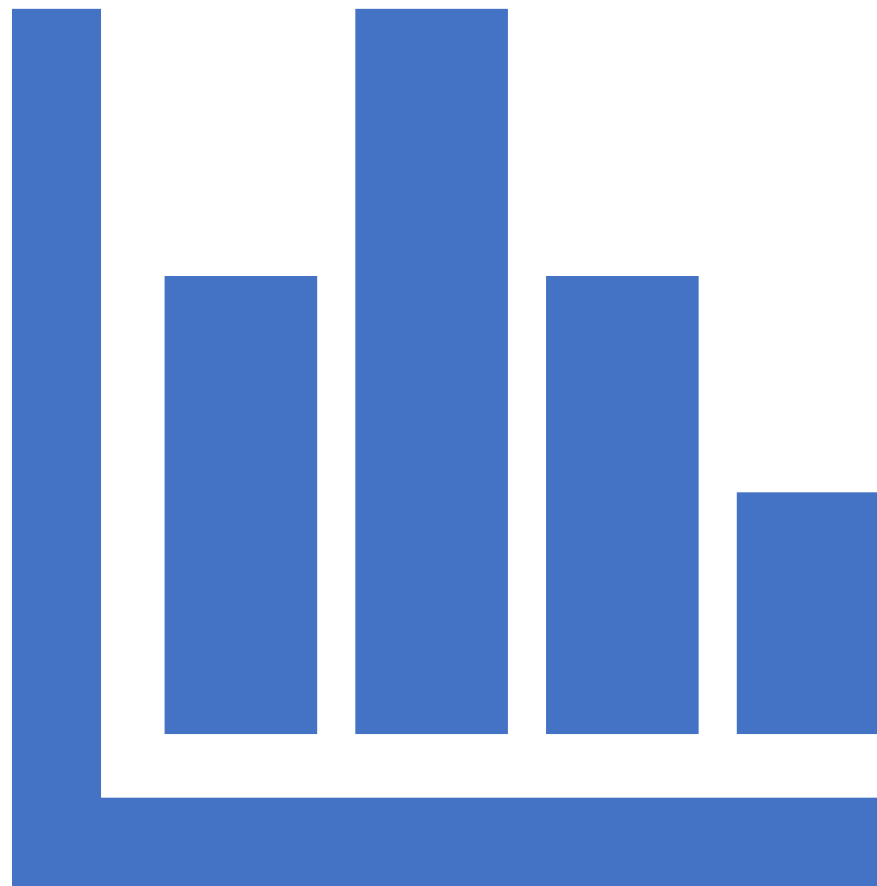


HR workforce diversity has flatlined



Clear!!!
We need to restart our inclusion heartbeat

Let's look at
some fact
and figures





448,710
people professionals in the UK

**ONS, Annual Population Survey 2019-2021

Male to
Female
ratio

The people profession has more female professionals overall.



Gender of
those working
in the profession
as a whole



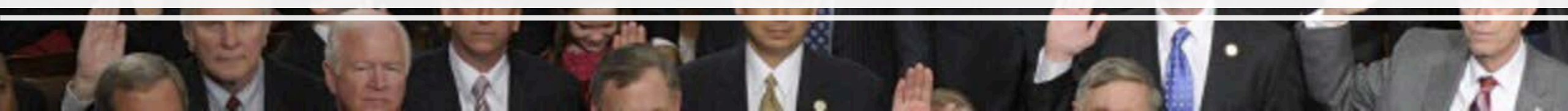
Gender of those
working as people
profession managers
and directors



Gender of those
working in HR
administrative
roles



Where do the men come from at BOARD CPO level??

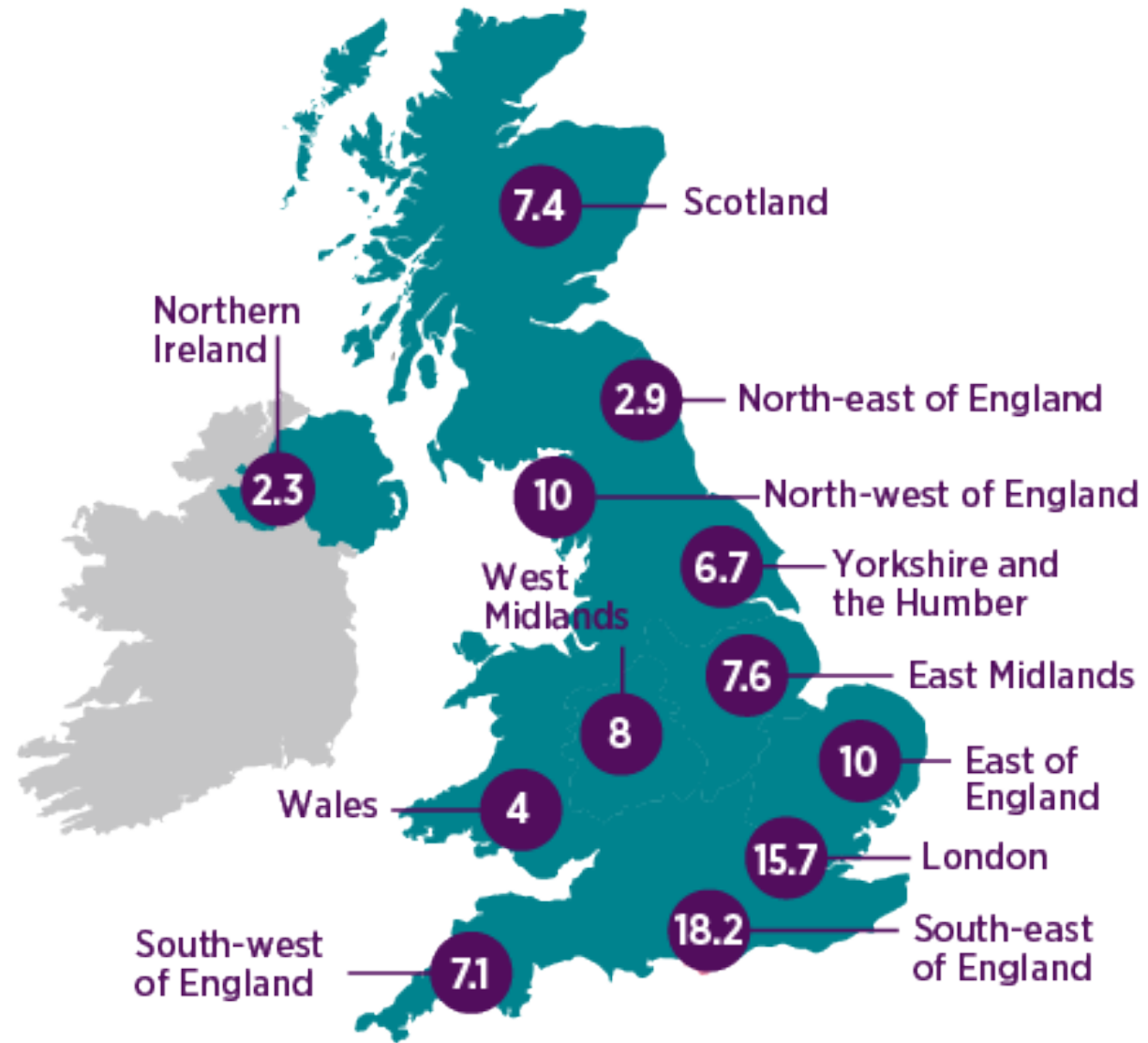


Part-time
working?



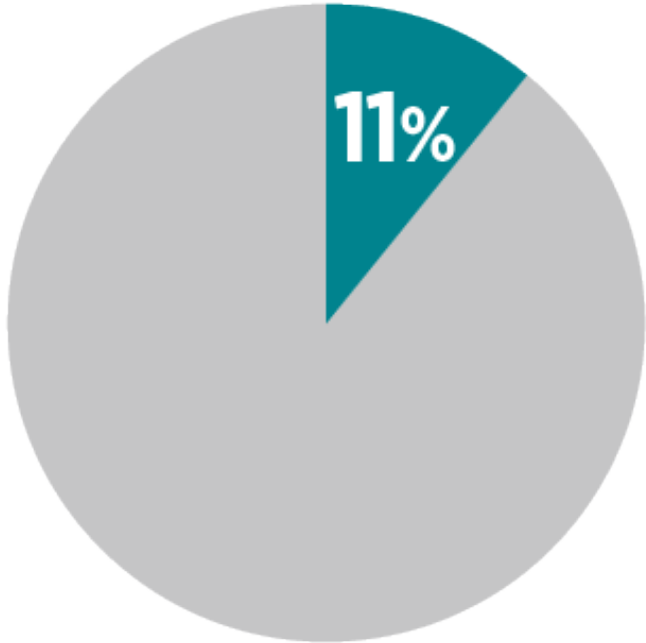
% of people professionals working full-time

Levelling up?

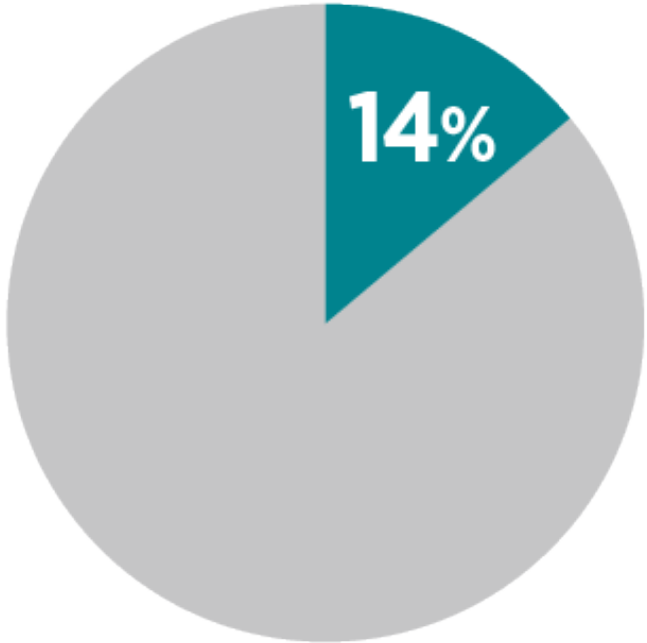


% distribution of people professionals across the UK

Disability

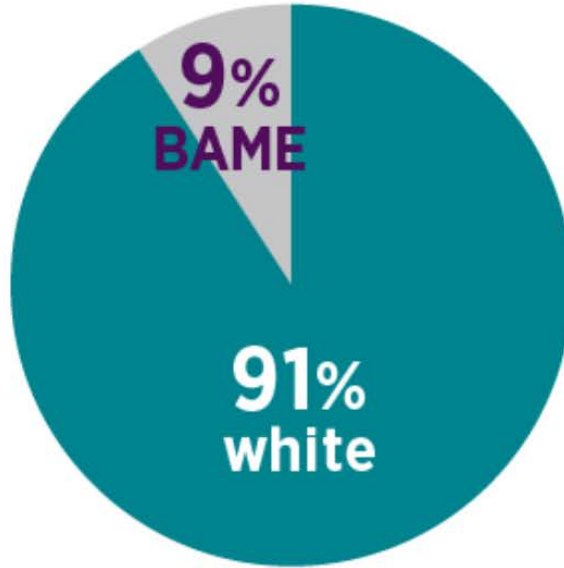


% of people professionals with a disability (under the Equality Act)

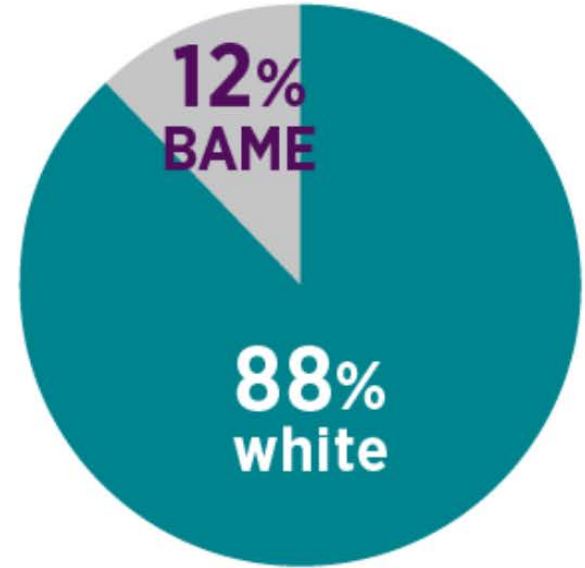


% of those with a disability in the whole workforce

Ethnicity



Ethnicity of those working as people professionals



Ethnicity of the workforce as a whole

Let us break ethnicity down

✓ Black /African/Caribbean/Black British	3.4%
✓ Mixed/multiple ethnic groups	1.3%
✓ Indian	3.2%
✓ Pakistani	1%
✓ Bangladeshi	0.3%
✓ Chinese	0.5%
✓ Any other Asian Heritage	0.4%
✓ Any other ethnic group	1.3%





ANNUAL NETWORKING CONFERENCE

Inspire | Connect | Empower

VISIONS FOR THE FUTURE: WOMEN OF COLOUR LEADING THE WAY AND TAKING OUR PLACE IN HR

Who should attend ?

⬅️ Swipe left

GREATER
LONDON
AUTHORITY

Deloitte.




Bates
Wells

EtonBridge
Partners

For more info visit: bwhr.co.uk/our-events/



A close-up photograph of a white ceramic coffee cup filled with a dark liquid, likely coffee. A thick plume of white steam rises from the top of the cup, drifting towards the left. The background is dark and out of focus, with some blurred light spots. The overall mood is warm and cozy.

Once you wake
up and smell the
coffee, it's hard
to go back to
sleep.

Fran Drescher

**THE TIME
FOR TALKING
IS OVER.
NOW IS THE
TIME TO ACT.**



TAKE ACTION
NOW!

5 step challenge

NHS

#INCLUSIVEHR



Run the demographic data in your HR/People function



Review and analyse the data



Understand the lived experience of your HR/People function

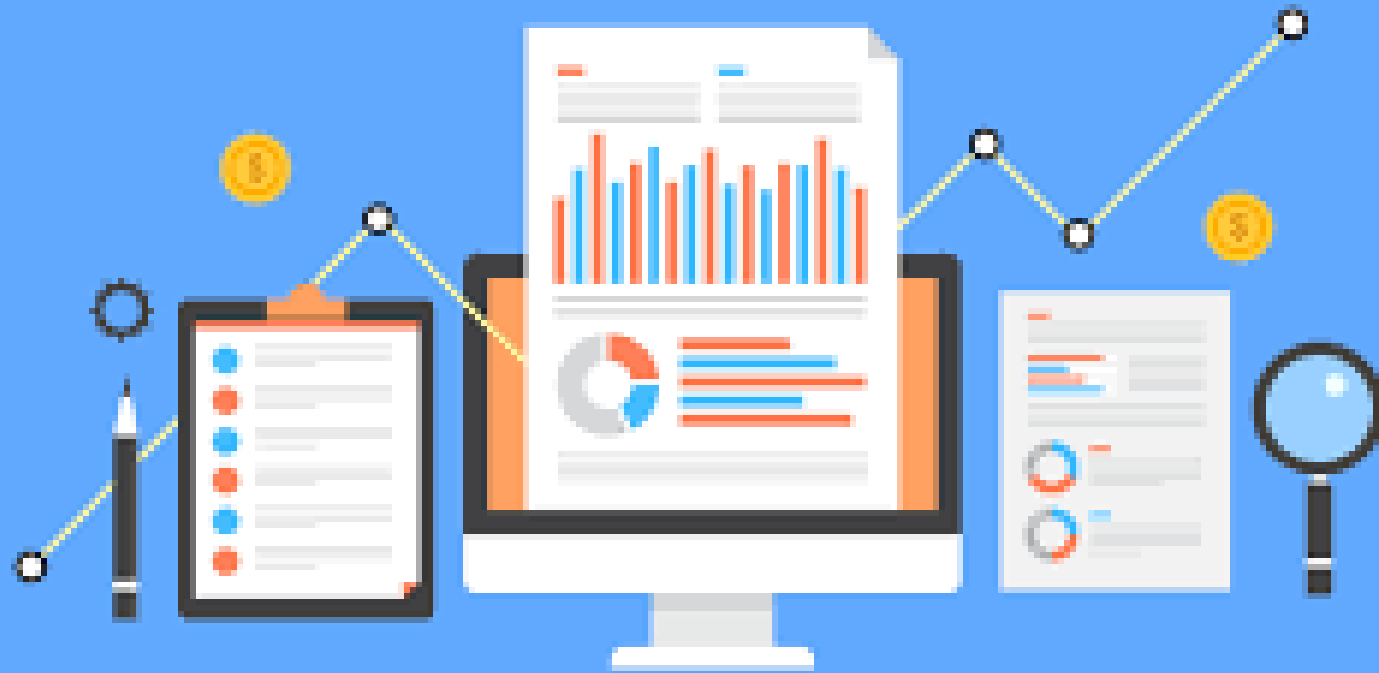


Co-design interventions and implement it



Evaluate & shout about it!

DATA DRIVEN STRATEGY



Start with the data you already have

Review and analyze the data, don't ask for more!



Understand the



**LIVED
EXPERIENCE**



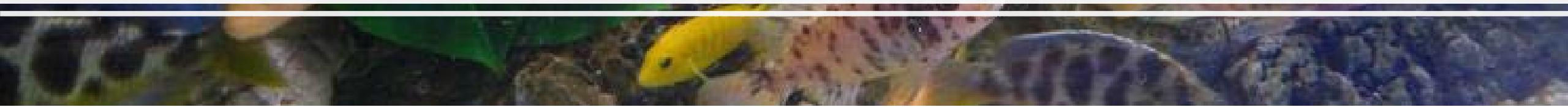
Co-create initiatives

Bring in
diverse
talent





Fish from a diverse pool!!





Task Exec search firms to find diverse talent!!

Intentional
talent
management
strategies



All the stuff we
tell the
business to
do!!

Shadowing

Career
conversations

Mentoring

Coaching

Sponsorship

Proper
appraisals

Robust
feedback

Diverse
recruitment and
selection panels

Share and celebrate success

Celebrate
- even small
successes
on the way
to your goal

JUST DO IT.



I will do
one thing
today!

The thing: _____