

Embracing and Advancing Equality, Diversity, and Inclusion

Inclusion is at the heart of success



Conversations around Equality Diversity and Inclusion have moved centre stage in many organisations over the last few months. The Covid Pandemic and the Back Lives Matter movement has forced all service providers and companies, whatever sector space they occupy to critically reassess what it is to be an inclusive organisation.

The focus may be different dependent on internal and external drivers such as healthcare inequality, stakeholder or customer engagement or review of how the judiciary delivers or administers justice. One thing remains clear; systems and processes, behaviours and organisational culture require scrutiny and change and complacency or resting on historical equity morals is no longer acceptable.

As the regional lead, we at West Midlands Employers are wholeheartedly committed to driving an agenda of genuine inclusion, free from conscious or unconscious discrimination or bias. In order to do this the work of the public sector must be to focus on equality practice internally to improve services externally and listen to feedback received externally to further refine practice internally.

To support our vision and organisational aspiration WME offer the following learning and development interventions:

Inclusive Recruitment Practices




These programmes aim to raise awareness on unconscious bias and how unconscious biases can impact the recruitment and decision making process. Recruitment plays a critical role in an organisations journey to becoming a more inclusive employer and having a diverse workforce and it's important to ensure that all senior leaders and managers involved in recruitment adopt inclusive recruitment practices as part of their core managerial and leadership skills.

Building our cultural awareness and competence


These programmes focus on developing our cultural competence - helping organisations to build a more diverse and engaged workforce by challenging behaviours, cultures, and systems to ensure inclusivity.



Inclusive Recruitment Masterclass: Balancing Bias in the Recruitment Process

Inclusive Recruitment	
 <p>Recruitment Diagnostic</p>	<p>This is a bespoke consultancy service for organisations to review their Recruitment approach to identify areas that create exclusion.</p>
 <p>Inclusive Recruitment Masterclass: Balancing Bias in the Recruitment Process</p>	<p>This Masterclass explores the impact of Unconscious Bias when in the role of a hiring manager. Delegates will be presented with strategies to ensure they are able to recognise and address bias, while ensuring accessing the best talent available for the organisation.</p>
 <p>Recruitment & Selection Programme</p>	<p>This programme has been created to take managers through the entire recruitment cycle in a step by step way embedding in best practice and inclusion. This programme is targeted at managers with recruitment responsibilities and it is also a useful refresher for experienced recruitment managers.</p>

Building our cultural awareness and competence

 <p>Exploring Systemic Unconscious Bias Masterclass</p>	<p>To discuss, critically reflect and challenge yourselves in the area of diversity and inclusivity and to commit to a course of action that begins to dismantle the impact of systemic discrimination, often based on unconscious and conscious bias. This course explores how systems, policies and practice that are in place can unknowingly create exclusion and provides the awareness to tackle this.</p>
 <p>Unconscious Bias to Cultural Competence</p>	<p>This masterclass looks at how unconscious bias can raise awareness, create choice, and encourage responsibility, with a focus on organisational and individual IMPACT. Delegates will gain an understanding of the role of management and leadership in the context of culture change. Areas covered include, understanding the role of management and leadership, Multifaceted/Kaleidoscopic Worldview, Organisational Culture. Factors responsible for intercultural misunderstandings, cultural intelligence and finally changing mindsets, managing differences and recognising similarities.</p>
 <p>Fostering Inclusion in a virtual world</p>	<p>This masterclass is for leaders and managers tasked with developing high performing, diverse and innovative teams in a virtual environment. The move to virtual working has dramatically increased the risk of exclusion which can undermine an organisation's attempts to foster an inclusive and diverse culture. Therefore, equipping leaders and managers to actively create a culture of inclusion in a virtual environment is essential.</p>
 <p>The Art of Balancing Our Biases: Working together to foster inclusion</p>	<p>Fostering an inclusive and diverse culture at work is down to each and every one of us, and it is about much more than hiring practices. This workshop aims to inspire and equip people to play an active role in fostering inclusion, through developing mindsets and habits that enhance everyday interactions with colleagues.</p>

Recruitment Diagnostic

Helping Councils to become more Inclusive Recruiters

As a sector, we are on a journey to ensure that our workforce is diverse and represents the communities we serve. We understand that there is a real need to support authorities in developing a diverse workforce, and working with Councils to become more inclusive recruiters. Recruitment is a key part of establishing a more inclusive approach and our experts will work with you to undertake a diagnostic of your recruitment processes, providing a framework to review your organisation's recruitment processes.

Diagnostic Objectives

- **Data Analysis** – This will include looking at workforce data as well as the demographics of the community the organisation serves
- **Recruitment policy and procedures** – Ensuring legal compliance as well as looking at opportunities to redress the balance for certain groups
- **Wording for advertisements** – Analysing adverts for senior roles and providing clear guidance on areas that can be improved and where appropriate the use of positive action initiatives or interventions
- **Job Descriptions** – Looking at ways to address gender bias and how to write Job Descriptions to widen the attraction and create a wider pool of talent through the use of gender neutral language
- **Application Forms/Process** – Advice and guidance to consider all groups and how to make applications and the process to support these more effective
- **Interviews** – Reviewing the makeup of panel members, questioning and decision making administration and process
- **On-Boarding** – Challenging the process to incorporate key considerations on inducting individuals to your organisation

Outcome – Report with Recommendations

Following the completion of diagnostic tool, the organisation will be presented with a report outlining key recommendations that affords a clear plan of action, with guidance and challenge for the organisation to apply to in-house processes.

Delivery Approach

A typical delivery consists of 1-2* days desktop review of key documents/artefacts, 1-day Analysis and report compilation, followed by ½ day Presentation to Management Team (*Dependent upon size of the Organisation)

Investment required

This is a bespoke consultancy offer which will require a customised proposal and cost.

To find out more please contact us for further details.

