

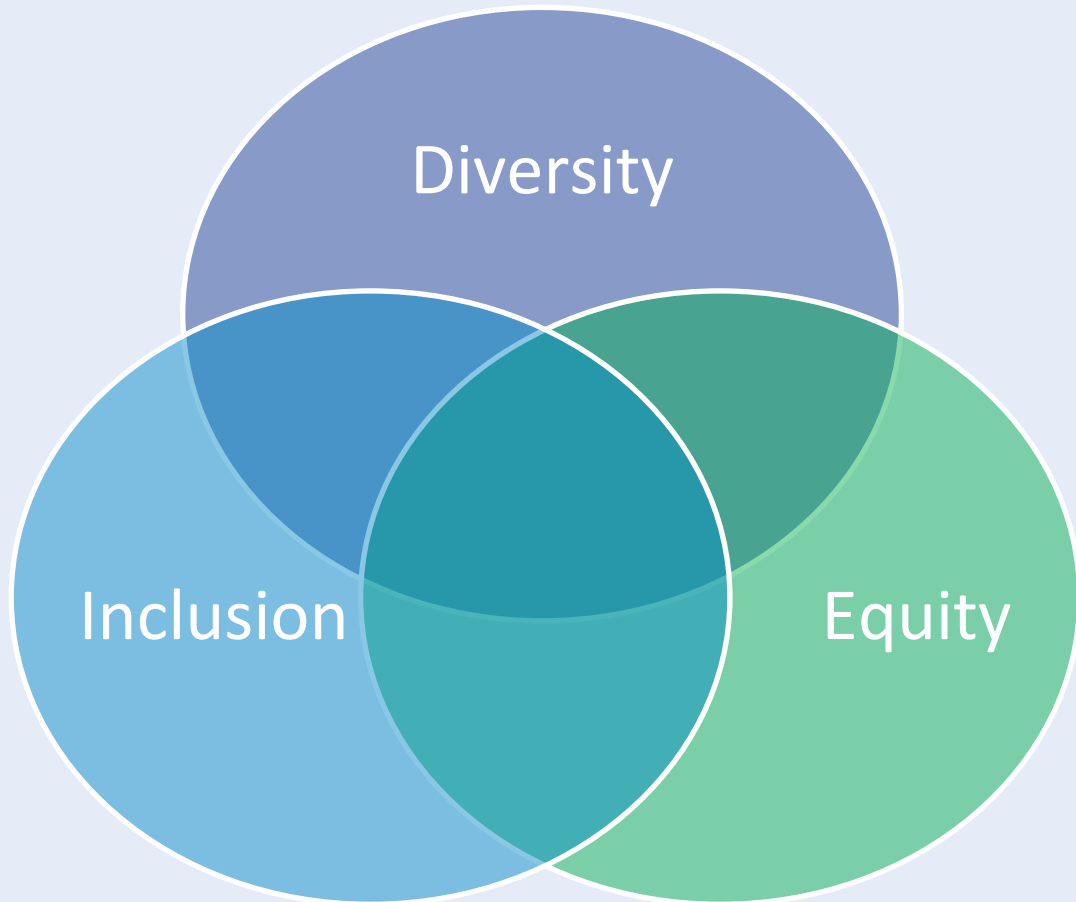
Workshop

Empowering Staff Equality Networks

Takeaways



Starter: Ask you teams and networks - What does DEI really mean to you?



1. What does diversity, equity and inclusion mean to you personally and to your networks?
2. And what role do you see your networks taking on?

Elements of inclusion

Fairness and respect	Value and belonging	Confidence & Inspiration
Foundational element that is underpinned by ideas about equality of treatment and opportunities	Individuals feeling that their uniqueness is known and appreciated, while also feeling a sense connectedness and group membership	Creating the conditions for high team performance through individuals having the confidence to speak up and the motivation to do their best work

Exercise:

1. Where are you today and why?
2. What barriers prevent you from moving up?





Value of Networks – the bridge

Policy / procedure
(organisation
confidence)

Networks

Our inclusion
confidence

- Recruiting and retaining the best talent
- Creating an inclusive environment where people can thrive as their authentic selves
- Diversity brings increased creativity and innovation
- Employee satisfaction increases and in turn increases productivity
- Improved decision making and ability to solve problems
- Demonstrates commitment to fair and equal opportunities for all
- Improves ability to serve the people you serve

How can Staff Networks benefit individuals, the organisation and the public
<https://youtu.be/0EvybXMIZOo?si=9e9-yWGIppPy91OY>



Why are you setting up a network?

1. What is your network purpose and goal?
2. How does your network meet your organisations mission?
3. How does your network meet stated DEI objectives?
4. How does the network engage with the organisation to deliver objectives?
5. How will the organisation support the networks?
6. And what do Chairs and members want to achieve? What is their higher purpose?

Having impact requires buy-in to ensure...



Participation



Commitment and legitimacy



Awareness and belonging



Informed decision making



Lived experience understanding



Access to stakeholders and influencers



Why did you get involved in a staff network?
https://youtu.be/_8wpFJJRx6E?si=FGYyOvyNRycjp8T



Common traits of successful networks

Start	Start with the lived experience of employees
Recognise	Recognise the common experience and don't focus on false data
Create	Create strong relationships with DEI team and senior champions
Work	Consistently work to the belief that your organisation will do well by its people
Nurture	Nurture a playful approach to driving change – healthy use of humour
Encourage	Encourage projects that build individual confidence and resilience (not just the top of the shop policies), they upskill your colleagues

Early Careers Network

Helen Donlon & Abigail Benari
Co-Chairs

Introduction to the network

- Founded in May 2022
- Terms of Reference members definition – within 10 years of Local Government service
- Strategy and growth – building a community through word of mouth & MS Teams with entrusting support from HR and a Senior Management representative/ Political representative
- To date - 98 members

What was the initial purpose?

- Seeking connections and other purpose to work
- Many networks available, but an obvious gap
- Responding to hybrid working and building positively on organisational policy

Building the network

- Organisational-wide poll seeking feedback, ideas and reactions
- Timing, influencing, responding to change
- Organising committee – 10 members and growing
- 6 weekly organising committee meetings

Outputs so far:

- Coffee & networking
- Lunch & learn with internal/external speakers
- Buddying and mentoring
- Information and knowledge sharing learning
- Personal development opportunities
- Organisational/ sector-wide connections

Personal Development

"Developing skills that we would not gain in our day-to-day job roles and that ordinarily would take longer to develop in a hybrid working world"

- **Managerial** - decision-making, delegation, leadership
- **Networking** – building cross organisational relationships, building knowledge of sector wide work & key contacts
- **Office etiquette** – confidence in the office, visibility to senior colleagues
- **Social and confidence** – work allies you confide in and build less 'work focussed' relationships with

Lessons learned

- Timing
- Patience
- Delegation

A Good Network Strategy and Plan

Simple to read, understand and deliver (according to time / resources available) and no more than 3-4 priorities	Is flexible to accommodate internal change
Underpinned / led by by the lived experience of employees	Has alignment with other people networks in the organisation
Focus's on supporting people to bring their authentic self to work	Builds in the need for scrutiny and measurement
Has direct fit with overarching DEI strategy	Is created in partnership with the Network Sponsor
Might use external triggers and campaigns but not driven by them	Is reviewed and revised annually – do, review, improve

Think big



THINK BIG.

Start Small.

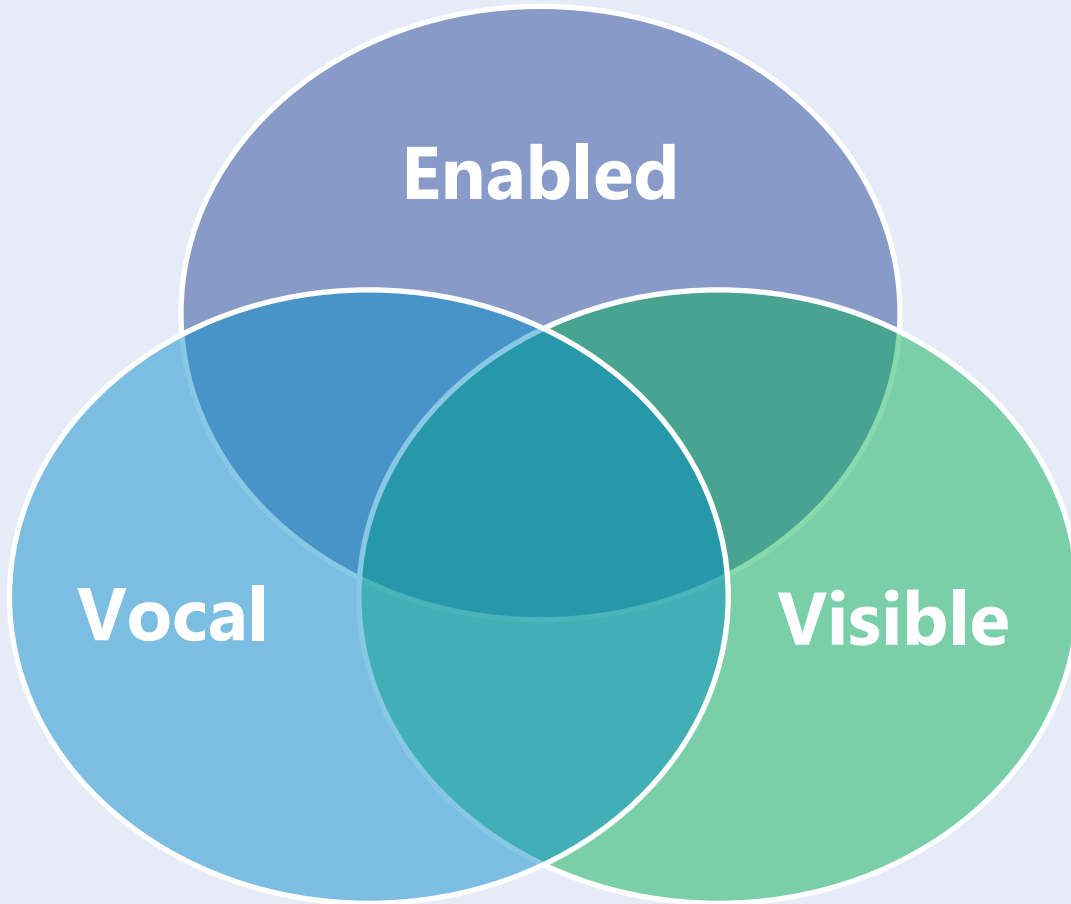
Be realistic and organised



Measuring and tweaking



Exercise: #EnabledVisibleVocal - Organisation



Enabled

Has the organisation created the right environment for your networks to be successful?

What challenges are faced by your staff networks?

Visible

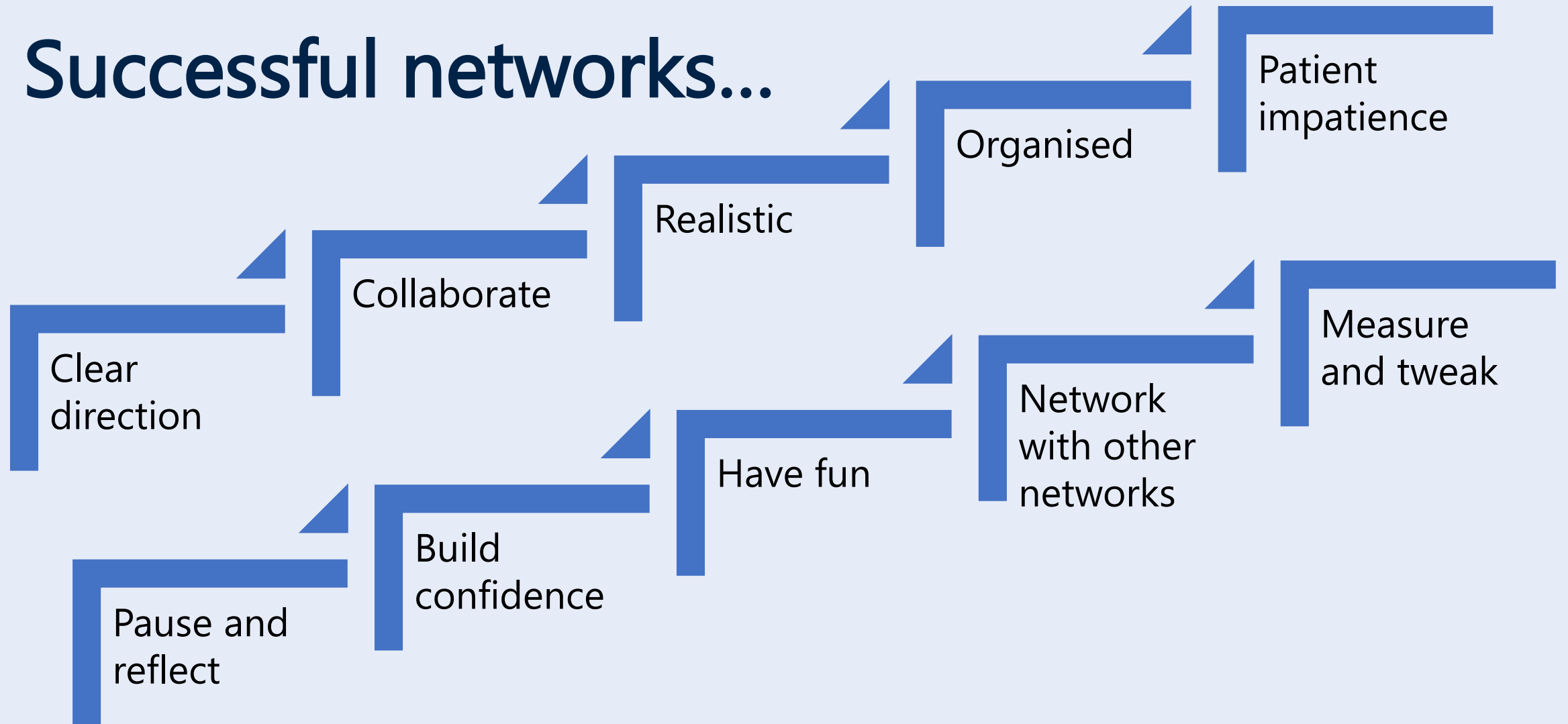
Are your networks constantly or frequently in view of the Senior Leaders?

What opportunities do they offer for your networks to be visible?

Vocal

Do your networks feel heard? Can you recall specific examples of when your network has had an impact?

Successful networks...



A

ACTION

C

CHANGES

T

THINGS



#ShareYourStory

<https://www.youtube.com/watch?v=6dHfDBKsyDs>



Understanding our stories

- Understand each other
- Communicate effectively
- Interact respectfully
- Learn from one another
- Building relationships
- And helps to remove barriers



#MakingWorkBetter

**Our staff equality network is
#AddingValue by**

Getting practical

- Are you diarising time with your sponsors?
- Do you have a plan and what are your priorities?
- Are you delegating to the network members and leveraging skills?
- How are you engaging with networks and members?
- Are you engaging with other network leads to share and collaborate?
- Are you aligned with issues that matter to colleagues and that are tied to DEI strategy?
- Is it possible to get your sponsor to join an event in your local teams?
- Could you invite other networks along to share their experiences and progress?

Calling all poets

<https://www.youtube.com/watch?v=rooBXPpaDw>



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