
ED&I Knowledge Session February 2022





We are all agents of change.....

"Our lives begin to end the day we become silent about the things that matter."

Dr Martin Luther King Jr

Hello!

We're thrilled that you were able to join us at the ED& I information session. It was great to see how engaged and intentional the roundtable participants were.

One of the things we were mindful of is ensuring that we support you beyond the session.

So, we've created this 'post-event' resource for you. It provides a number of recommendations of additional resources that will enable you to continue the conversation in your organisations.

We believe that everyone has the power to make a change on ED& I agenda.

We are all able to raise our self- awareness around issues of equality and use our voice and influence to effect change.

As we said, there are no silver bullets, but there are silver steps.

We hope that this resource will equip you with some useful tools for you be the agent of change in your organisation.

Please keep us posted on the actions you are taking!

Nina and Sharon

**"Not everything that is faced can be changed.
But nothing can be changed until it is faced."**

James Baldwin

The work of becoming a more diverse and inclusive organisation *begins* with individual and collective with self awareness. Below are some resources to support you on this journey:

1. Undertake IAT Bias Tests at the following website: <https://implicit.harvard.edu/implicit/takeatest.html>

2. Reflect on and journal responses to the following questions:

- (i) what does Inclusive Leadership mean to me.
- (ii) in what ways can I be a more inclusive leader.

Three key ways to ensure your ongoing development are Education, Application and Accountability- ('EAA')

The following are some resources and ideas to support you:

Education-Books:

Diversity Beyond Lip Service- La'wana Harris
Moving Diversity Forward- Verna Myers
Becoming an Inclusive Leader- Shirley Engelmeier
Inclusive Conversations- Mary-Frances Winters
Subtle Acts of Exclusion: Tiffany Jana and Michael Baran
Inclusion Nudges- Lisa Lepinski and Tinna C. Nielson
Speak Up- Megan Reitz and John Higgins
What Got You Here, Won't Get You There- Marshall Goldsmith
Upgrade- Richard Boston and Karen Ellis
Tiny Habits- BJ Fogg

Additional Resources

Youtube video-<https://www.youtube.com/watch?v=mtUIRYXJ0vI>
<https://www.bloomberg.com/opinion/articles/2020-06-28/business-case-for-diversity-isn-t-enough-to-end-corporate-racism>
<https://www.modernrailways.com/article/transforming-diversity-rail>
<https://www.railstaff.co.uk/2020/08/25/talent-and-gender-diversity-in-the-rail-sector/>
<https://www.nsar.co.uk/wp-content/uploads/2018/11/NSAR-WiR-Diversity-Report-FINAL-July-2018.pdf>
<https://www.railstaff.co.uk/2020/10/16/the-changing-faces-of-the-railway/>
<https://railuk.com/people/pride-during-a-pandemic/>
<https://www.railtechnologymagazine.com/articles/transport-union-rail-industry-equality-survey>

Application

Ask yourself each day am I working with/ leading my colleagues with an inclusion lens?
What have I done today to advance the work of Diversity and Inclusion in my organisation.

Accountability

Ask yourself periodically:
How am I holding myself/ my organisation accountable on the ED & I agenda.
In what ways do I ensure that all voices are heard?
Is my team becoming more diverse?
How can I get the views of those who are more marginalised?
What does greater diversity and inclusion look like in my team/organisation?
Am I challenging subtle acts of exclusion?
Do I continue to challenge my own Biases?

We're here to help.....

So, if you'd like to find out more about how we can help you, please contact us.

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