

Open to All

Inclusive Cultures, Equity Beyond Equality

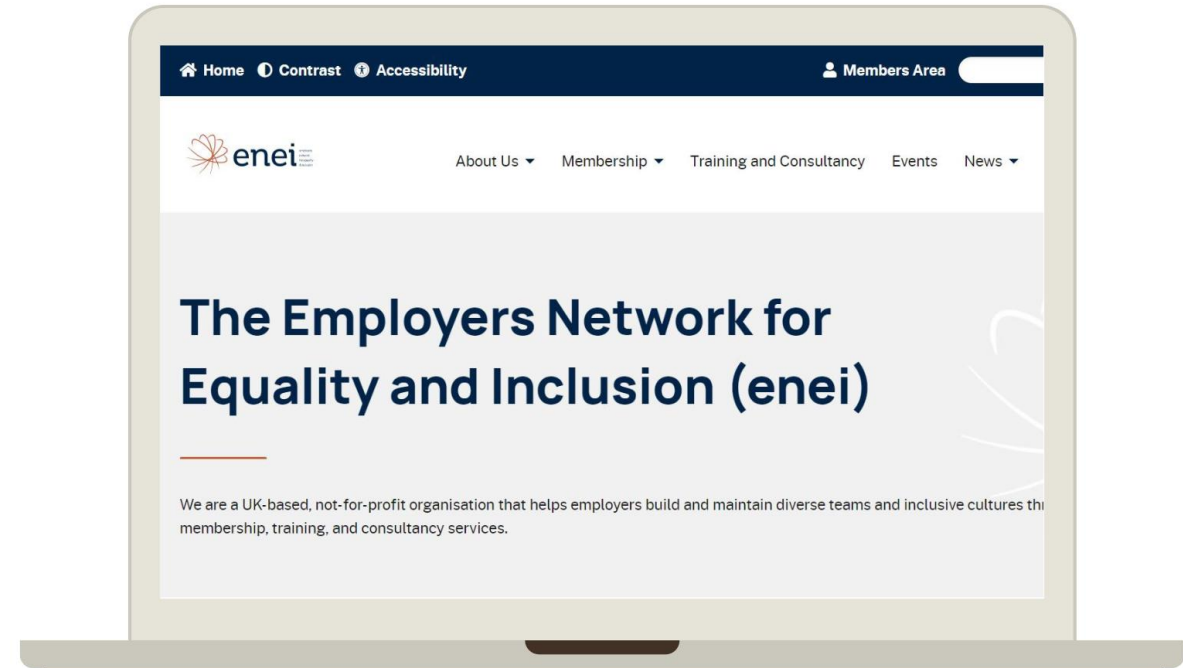
March 12th 11.00-12.00

Presented by BBPA and enei



Who is enei?

- The UK's leading employer network covering all aspects of workplace equality and inclusion
- “One-stop-shop” for advice, consultancy, training, networking, best practice, benchmarking, and thought leadership
- Not-for-profit
- Supporting 400+ Members across the UK with their equality, diversity and inclusion journey
- enei.org.uk



Webinar Housekeeping

- You have entered the session on mute and off video
- Please use the Q&A function throughout the event
- This session is being recorded and will be available in the Members Area
 - No other recordings are permitted
- Let us know about your event experience with our brief poll before we close today's event
- The event will close by 12:00
- As always, please be respectful of others

enei provides an inclusive event experience for everyone. We do not tolerate harassment of event participants in any form and will respond appropriately.

The views expressed by speakers during this event are based on their own personal perspectives and experiences and do not necessarily reflect those of enei. The language and terminology used by speakers do not represent the views of all people who share the speakers' identities or protected characteristics. enei aims to create an open and respectful space for dialogue.



Today's Guest Speakers



Catharina von Franck
Commercial Director On-
Trade, **Diageo GB**



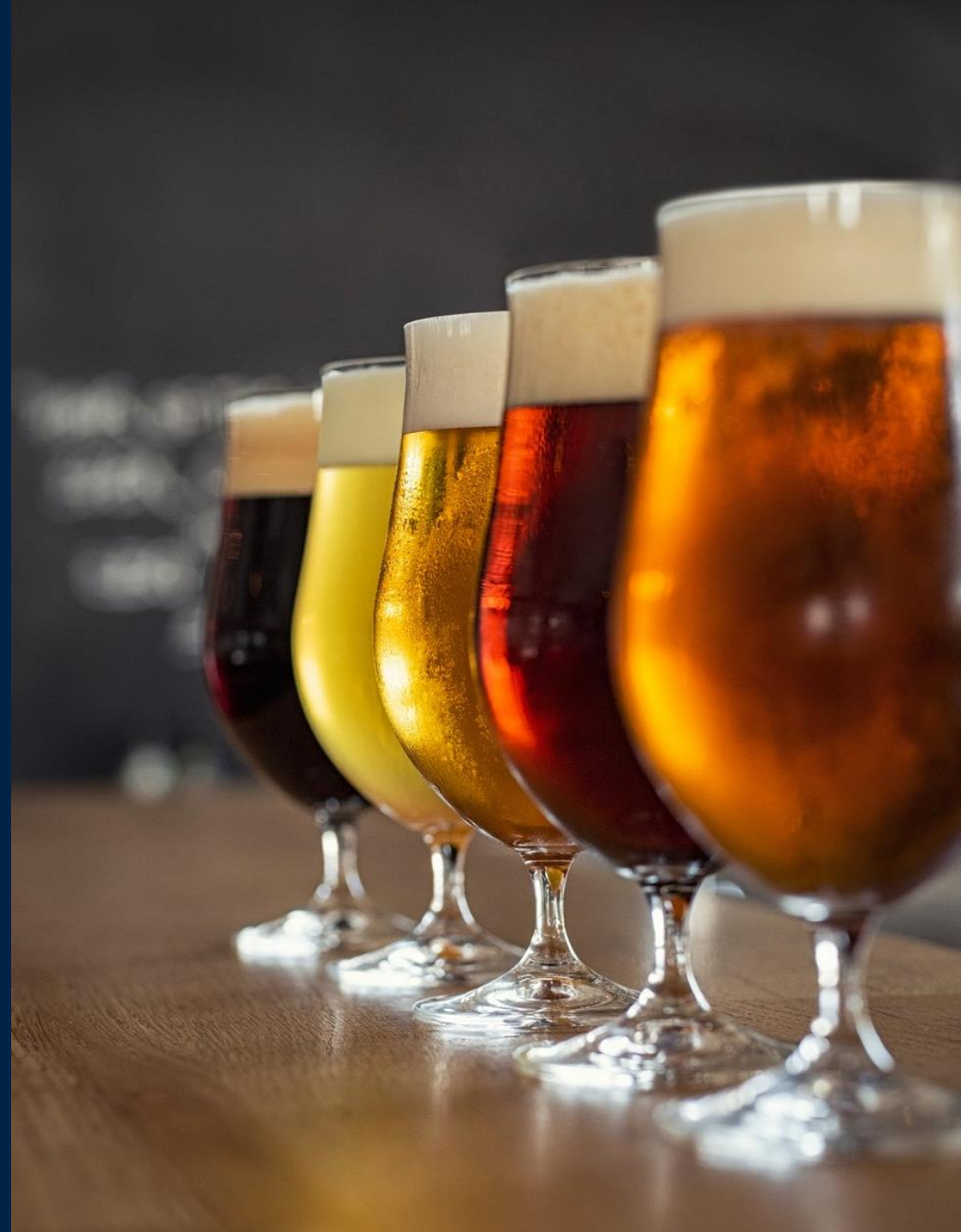
Emma Jennings
Diversity & Inclusion Lead,
enei



Gill Thomas
Diversity & Inclusion Lead,
Balfour Beatty

Key Takeaways

- **Understand the Difference**
 - Equity and equality aren't the same. Equity necessitates tailored solutions to ensure that every individual has the support they need for fair opportunities and outcomes.
- **Challenge Norms**
 - Examine workplace practices, policies, and decision-making processes to identify where equity is hindered by unconscious bias or assumptions about how things "should be done."
- **Data as a Tool**
 - Use data to track representation at all levels of your organisation. Measure the impact of DEI initiatives not just on recruitment, but on career progression, leadership representation, and employee satisfaction.
- **Authenticity is Key**
 - Tokenistic gestures may harm DEI efforts. Ensure initiatives have genuine buy-in from leadership, are integrated into core business strategies, and demonstrate responsiveness to employee feedback.



Contact Us

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