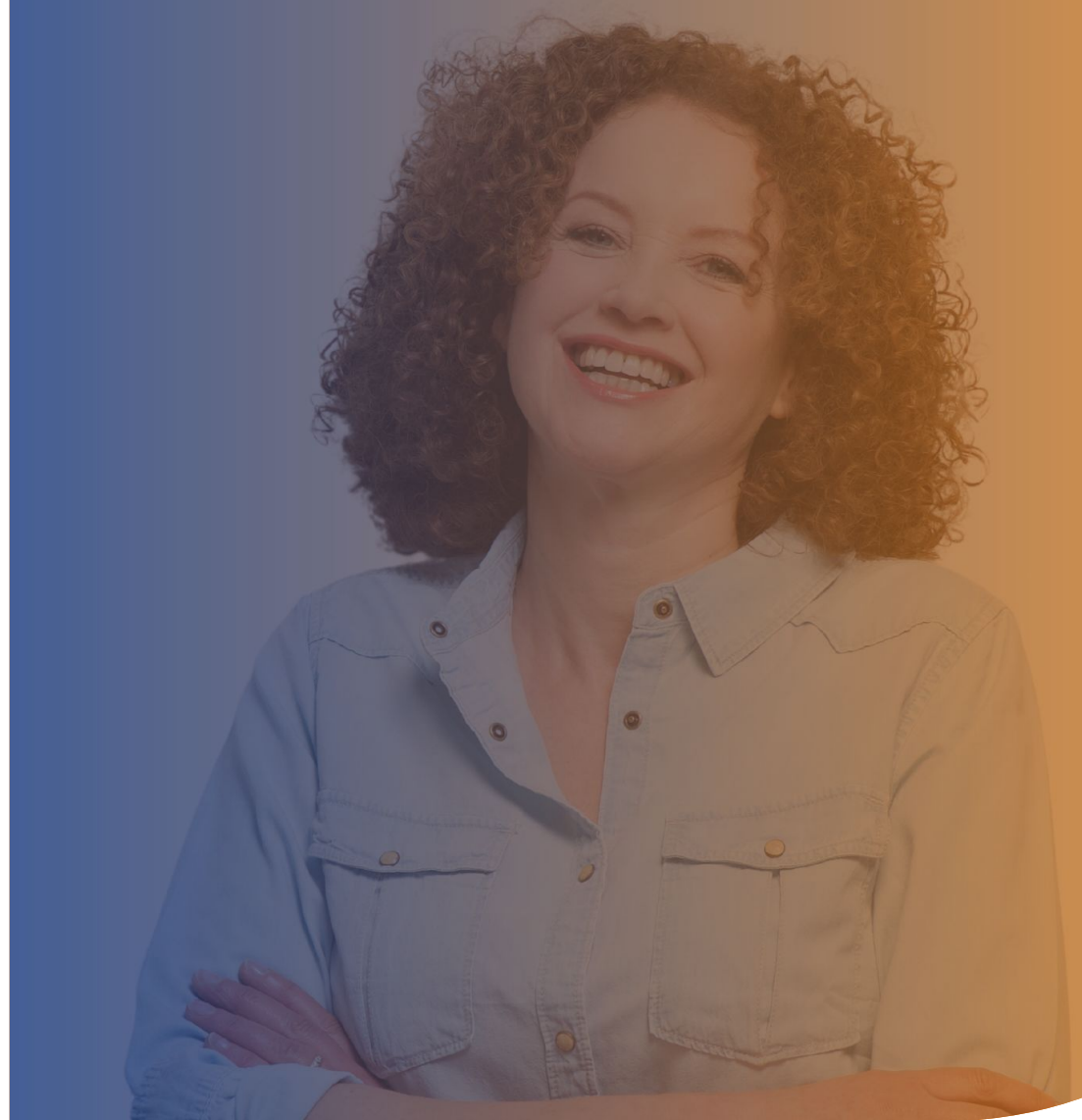




Equity and a FAIRER World

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The Global Inclusion Company



Who are FAIRER?



We are on a global mission to create more diverse, fair, inclusive and equitable workplaces.

Part of Hays Plc, FAIRER is a specialist inclusion management company. We draw on the science of human thinking and organizational change to support global businesses to meet their challenges of diversifying their talent pools and creating inclusive work cultures.

Our three areas of specialism are:
Training, Consulting, Leadership Development

FAIRER Principles



Human-centred:

We care about people.

Science knows best:

We use the latest research from social psychology and behavioural science.

Better together:

We recognise that organisations can't create inclusive change alone.

Be bold:

We challenge our clients to think and act beyond their comfort zones.

Diversity, Equity & Inclusion in 2024



Hot Topics



Civil Unrest

UK-wide civil unrest and the rise of a vocal and unapologetic anti-immigrant and anti-Muslim movement.

Testing UK Equality Act Legislation

Employees attempting to claim protection for 'English Nationalism', and explicitly anti-Islamic belief, under religion & belief under the Equality Act *Thomas v Surrey and Borders Partnership [2024] EAT 141*



Isolationism / Extremism

The rise of 'The Right', and openly fascist or extreme right wing Government control across Europe.

Changing Geopolitical Landscapes

Changes to the Equality Act 2010 with the implementation of the Workers Protection (amendment to EqA) Bill coming into law on 26th October. Creates new obligation on employers to take **reasonable steps** to prevent sexual harassment.

The DE&I Climate



- Culture Wars (real or perceived)
- The rise of Politicisation and Populism
- Hate speech vs. freedom of speech and inferred impunity
- Post-Covid increased isolationism and segregation
- Values-driven career choices
- Safety and responses to hate and intolerance trends
- Scapegoating
- “Being your authentic self at work” and competing ideologies

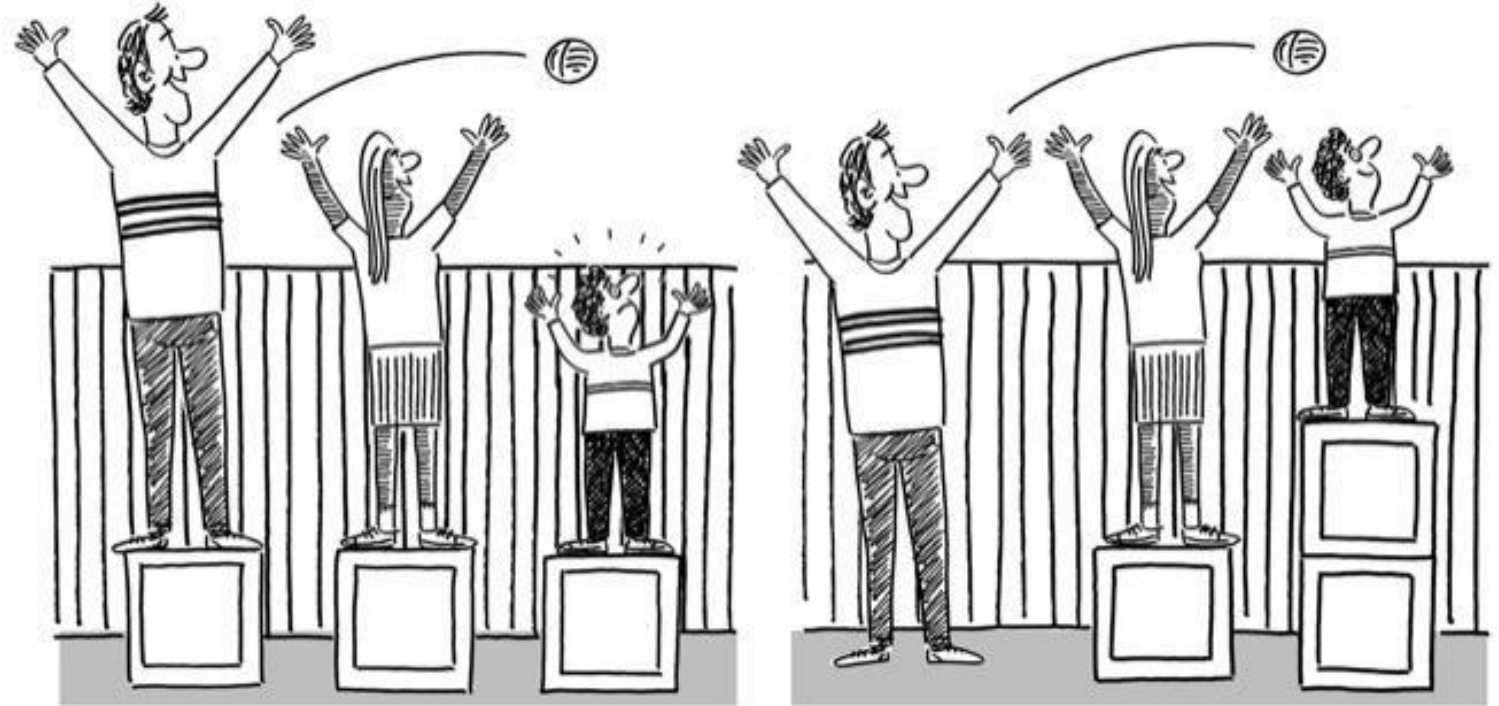


Diversity, Equity & Inclusion: Back to Basics?



Equity or Equality?

Equity is ensuring that everyone has access to the same opportunities as anyone else, by responding to their individual needs and making adjustments or providing solutions as needed.

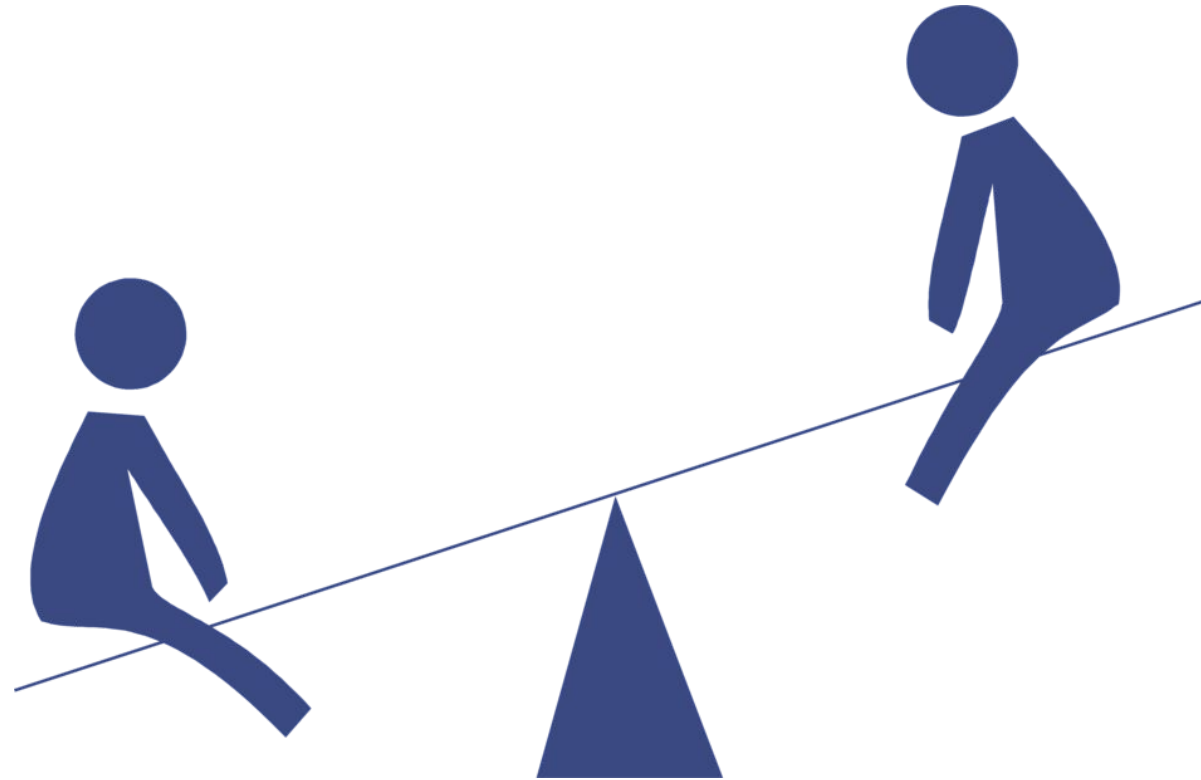


(This is not the same as 'equality', which involves treating everyone the same)

Is Equity....Unfair?



Fairness?



Equity

Are 'we' the Problem?



- How did we get to the point where DE&I is so hotly debated in the news and frequently makes headlines?
- Why are laws being crafted actively opposing DE&I activities?
- Why are we being asked to call DE&I something else entirely?



Divers
Equity
Inclus



Toxic Cultures: A Thing of the Past?

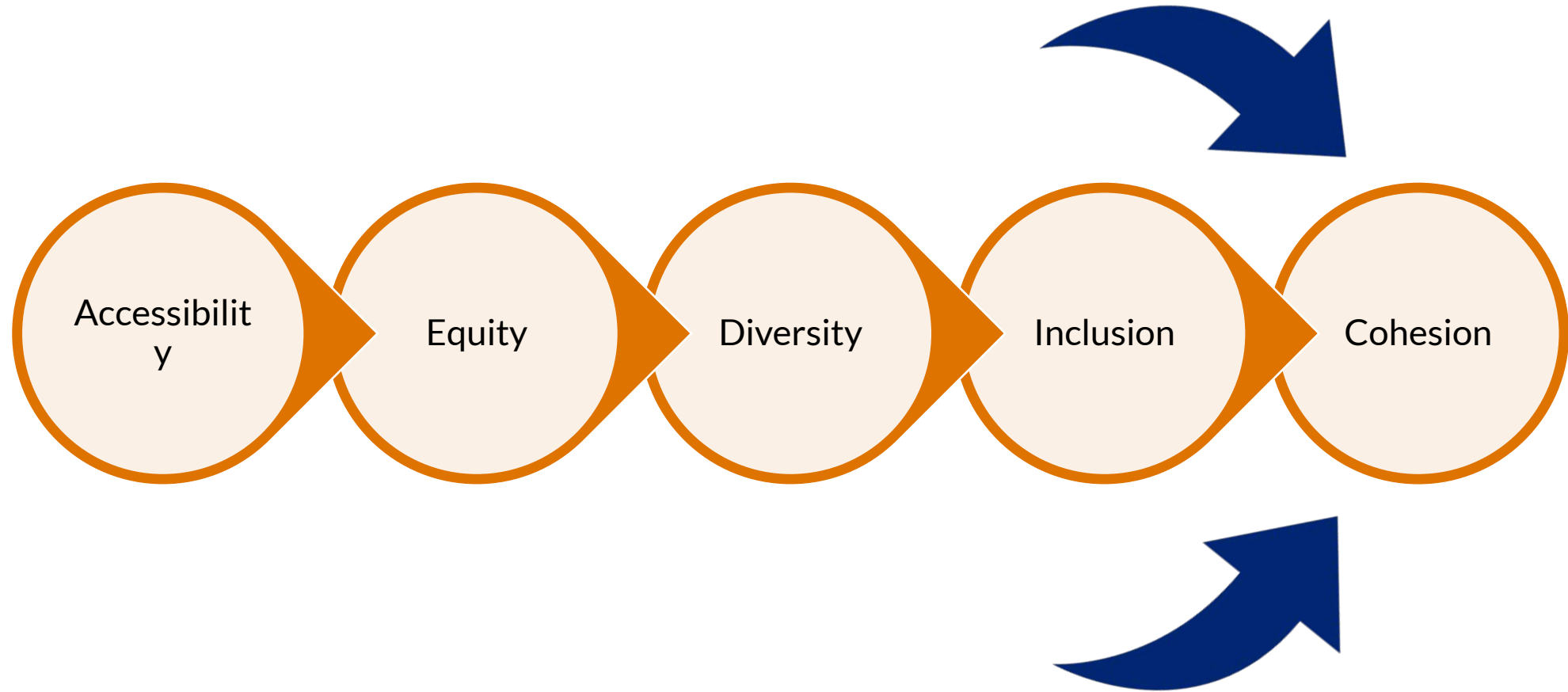
Employees are **10x more likely to leave their job** because of a toxic work culture than because of compensation

Up to 25% of employees suffer from toxicity in their workplace

As organisations encourage **'speak-out' cultures** and embolden employees to **bring their genuine self to work**, opposing ideologies in the workplace generate friction and conflict



Ultimate Aim



Your Future



Your Future



- What do you want to be known for in the next 3 years?
 - Do you know what immediate steps you can take to achieve this?
 - Who are your evangelists and antagonists?
 - How do you plan to socialise your activities?
 - How do you motivate or incentivise engagement with DE&I programmes?
- What are the priority DE&I actions that you are looking to focus on? (and why?)



Thank you

Contact me at barry@fairerconsulting.com

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