



Diversity Mark

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Members Best Practice Roundtable

Hosted by Danske Bank in the Catalyst Fintech Hub

22nd August 2019

Roundtable Discussions

MOVING INTO OTHER AREAS OF DIVERSITY MOVING INTO OTHER AREAS OF DIVERSITY	Challenges identified
	Diversity profiles
	Trying to get existing staff to fill in surveys /questionnaire as small response rate
	Educating staff
	Acceptance of level/changing attitudes
	Collaboration over all locations/networks
	Equal measures with groups/momentum
	Admin office-based roles
	Providing information to get people started in work re utilities/local information/amenities especially for foreign workers coming to work in NI
	Training on cultural awareness
	Neuro diversity _ADHD/Autism/Dyslexia
	Physical working conditions-hotdesking for example difficult for people with autism
	How to get people to engage
	Best Practice ideas
	Diversity champions
	Gender, ethnicity, LGBT, disabilities networks for each
	Hubs around the country
	Celebration of 'what at we said, we did'
	Employability talks, career fairs
	Disability placement day/work shadowing
	Collaboration scale
	Diversity networks (gender, LGBT, parents, disability) across all office locations
	Quality not quantity
	Responsible business reporting
	NICS- Apprenticeship for poverty/qualification skills put through GCSE's
	Remove criteria and years' experience
	Age-transfer of skills
	Disability network with buy-in from CFO
	Everyday language around disability
Speaking to groups and 1-2-1 to people to make them aware of invisible disabilities / mental health awareness	
Sharing diversity of your wider population	
Leadership driving diversity areas	



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	Created a gender group which quickly spread out to a 'appreciating cultural exchange' group
	Cultural champion
	Find people who are passionate
	Find external people who are willing
	Survey staff and design networks around what staff tell you they want /need - based on data
	Look at various issues which are challenging for staff like caring responsibilities/menopause (taboo subject which affects confidence)/mental health
	Hold sessions on topics that staff have expressed need for i.e. education & awareness
	Authenticity of approach