

Equality, Diversity & Inclusion Event

The South East region is home to a hugely diverse population of CIPFA students and members. As such it is incumbent on the regional council to promote and support inclusion and to celebrate diversity.

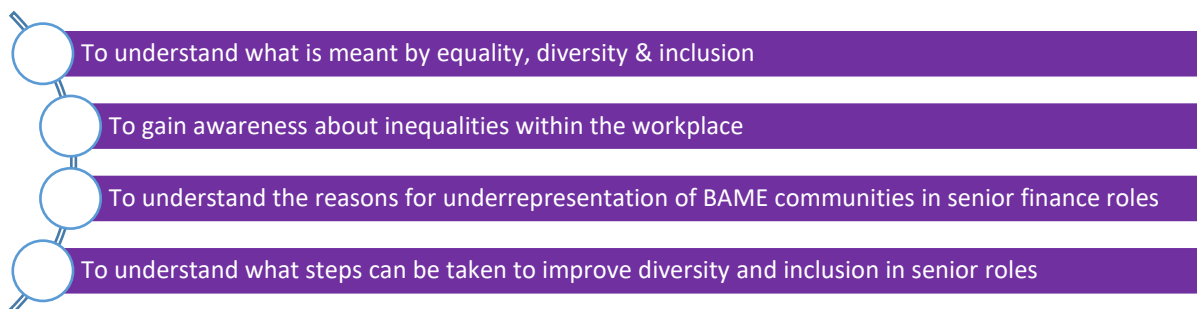
Up until now, dedicated sessions for our members to understand and appreciate the diverse nature of different cultural backgrounds have been limited. Whilst many organisations will have arranged their own sessions for staff, not all of our members will have had the opportunity to develop their understanding and to contribute ideas to improve our society. There are huge benefits in sharing ideas between organisations on how we can promote equality, diversity and inclusion. It is proposed that a programme of work is undertaken to provide a blueprint for a working environment which is characterised by respect and dignity.

Proposed webinar

It is proposed to provide a thought provoking session where we will discuss what discrimination looks like and the reasons why BAME candidates for senior roles are so underrepresented. We will then discuss what organisations and individuals can do to have a positive long term impact. This will include some really practical initiatives which demonstrate good practice.

It is a topic where sometimes people can be afraid to ask questions or understand what is and isn't ok in terms their work to improve diversity so the session will aim to be both informative and engaging.

The session is envisaged to be 1.5 hours. The objectives of the session are as follows.

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- To understand what is meant by equality, diversity & inclusion
 - To gain awareness about inequalities within the workplace
 - To understand the reasons for underrepresentation of BAME communities in senior finance roles
 - To understand what steps can be taken to improve diversity and inclusion in senior roles

Whilst it is not custom and practice to pay money for speakers on topics, it is felt that this is such an important topic that the engagement of a professional speaker & coach would ensure that we gain a successful outcome. It is proposed to use Verna Duncan from Red Rhino Consultancy. Verna comes with glowing praise from colleagues within London Borough of Barnet following her sessions during Black History Month.

The cost of the session will be £600 which consists entirely of Verna's fee.

An outline draft agenda for the session is as follows:

Time	Events
60mins	Verna Duncan to host a discussion on the reasons for underrepresentation in senior roles and the steps that can be undertaken to improve this.
14mins	Barnet Equalities Allies to give examples about what they are doing within London Borough of Barnet
14mins	Feedback from audience on their thoughts about how finance can lead the way for improved EDI - what are your organisations doing?
2mins	Paul to wrap up

Request of the Regional Council

1. To provide comment on the objectives and scope of the session
2. To agree the delivery budget of £600 for the session