

## UKIED is proud to present our National Equality & Diversity conference 2016

National UKIED Equality and Diversity Awards Conference was held on July 8th, located in Vauxhall and sponsored by the Runnymede Trust. The conference included key note addresses from Kate Green MP, Dr Omar Khan Director of the Runnymede Trust. Present was an expert panel chaired by Anthony Wilkes, and (3) recipients of the **Charter Mark** award:



**Dr. Doirean Wilson**  
Middlesex University



**Dennis Francis**  
City & Islington



**Alex Jarvis & Arfan  
Hussain | Fircroft College**



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[Melissa@ukied.co.uk](mailto:Melissa@ukied.co.uk)

## Keynote Speakers & Expert Panel

Dr Omar Khan | MP Kate Green | Dr Doirean Wilson | Alvin Carpio | Martin Forde | Rania Hafez

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Non for Profit Company, Registered in England and Wales

# Interview with Philippa Mann

**Interview with Philippa Mann Compliance Manager of a National Charitable Regulatory Organisation — Speaks about her role as an Equality & Diversity practitioner.**

## **What attracted you to the role in Equality and Diversity (E&D)?**

I've always liked people. We all have so many different and interesting parts to us. I think it is really important to make sure we tap into the experience, knowledge and talent of others through being more accessible and listening to people's views properly.

Another element was when I first noticed that I was experiencing direct discrimination at the age of 16 – unequal pay between men and women in a student job. Experiencing this made me acutely aware of the realities of inequality and made me value just how important the campaigning for a fairer Britain really is. After this, I was lucky enough to be involved in E&D projects from my first professional role, which has led me to where I am today.

## **What is your typical day like?**

In my current role at a charity, I have a range of responsibilities. One key responsibility is to provide advice and guidance on how to make sure that our policies and processes are inclusive. I might have a meeting to discuss the Welsh Language Scheme and talk about how we can make our services more accessible. I have recently designed a screening tool to help employees to think more widely about equality and impact.

## **What is a key piece of work you are involved in?**

I'm involved in how we're changing the way we capture information about our registrants so we can analyse the impact of our policies on our registrants and compare this with the general public, which we publish in an annual E&D report. I'm also working on simplifying our corporate complaints policy and process to make it more accessible, more effective and more customer-focussed.

## **What's the biggest challenge in working in the area of Equality and Diversity?**

There are many challenges but most of them can be managed through good communication. From educating people about the benefits that good Equality, Diversity & Inclusion (EDI) awareness and management can bring, to the wider issues such as the changing social and political landscape, which could have a significant impact on the Equality and Rights legislation.

## **What piece of work/ Initiative are you most proud of?**

There's loads! To pick one, I am proud of an EDI informal training workshop that I designed and rolled out. It is based on the principle that by improving communication, you can contribute to a better, more inclusive and productive working culture. It also touches on the key elements of legislation. Overall, it's a fun board game which allows people to learn about their colleagues, talk about issues and find out about other people's views. Outside of my own work, there are some fantastic and very valuable initiatives going on in schools around Britain for tackling bullying and raising awareness which should be a proud moment for Britain as a whole.

## **What is the most enjoyable aspect of working with your organisation in terms of EDI?**

For me, it's getting to know everybody and getting to be involved in lots of different projects to try and help make sure that things are more inclusive; that we have spoken to the right people and that we are

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improving our services with their needs in mind.

## How would you describe the situation in society in terms of addressing discrimination in the workplace in particular?

I think that sometimes they handle it well, and sometimes they don't. In my workplace, we put a lot of work in to making sure it is an inclusive place to work. I think all organisations should invest in EDI training, including skills-based training such as having difficult conversations, mental health awareness, learning difficulties awareness and talking about the things that matter in a workplace. Businesses can make a huge positive impact, internally and externally, with appropriate training, and looking at their practices as well. Wellbeing weeks are a really good thing to do – they help talk about important topics, such as stress, mental health, reasonable adjustments, and general wellbeing. It tends to bring people together a bit more and can be used as an informal awareness raising week.

## What changes would you like to see in terms of EDI legislation?

It's hard to say at the moment because of the current climate. Overall, I would like to see the strengthening of protections in general.

## Are you currently working on any new equality, diversity and inclusion initiatives that you would like to share?

Our new impact assessment screening tool is a project I have been working on to simplify the impact assessment process so that different areas are able to use the tool to improve their processes with EDI being central, rather than an afterthought – which I believe is often the case in most organisations. I'm pleased my employer is so committed to the EDI activity and this is just one element that they are particularly supportive of.

## Are there any other comments you would like to make?

EDI is such an important part of our society, which goes far beyond working life. I thoroughly enjoy my work as an EDI practitioner and I would urge anyone with an interest in the field to get involved in EDI within their organisation.



### 2016 National Equality & Diversity conference

UKIED @UKIEDofficial · Jul 8  
Workshop: Speed Reading People. A card exercise to understand one another and the self.



Live tweet on July 18th from the National Equality & Diversity Conference '16

Leader of workshop: Speed Reading People



UKIED @UKIEDofficial · Jul 8  
Groups discussing ways businesses could achieve the UKIED Charter Mark status. Revolved around three questions.



Live tweet from the "External Benchmarking" workshop

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