



## Inclusion & Diversity

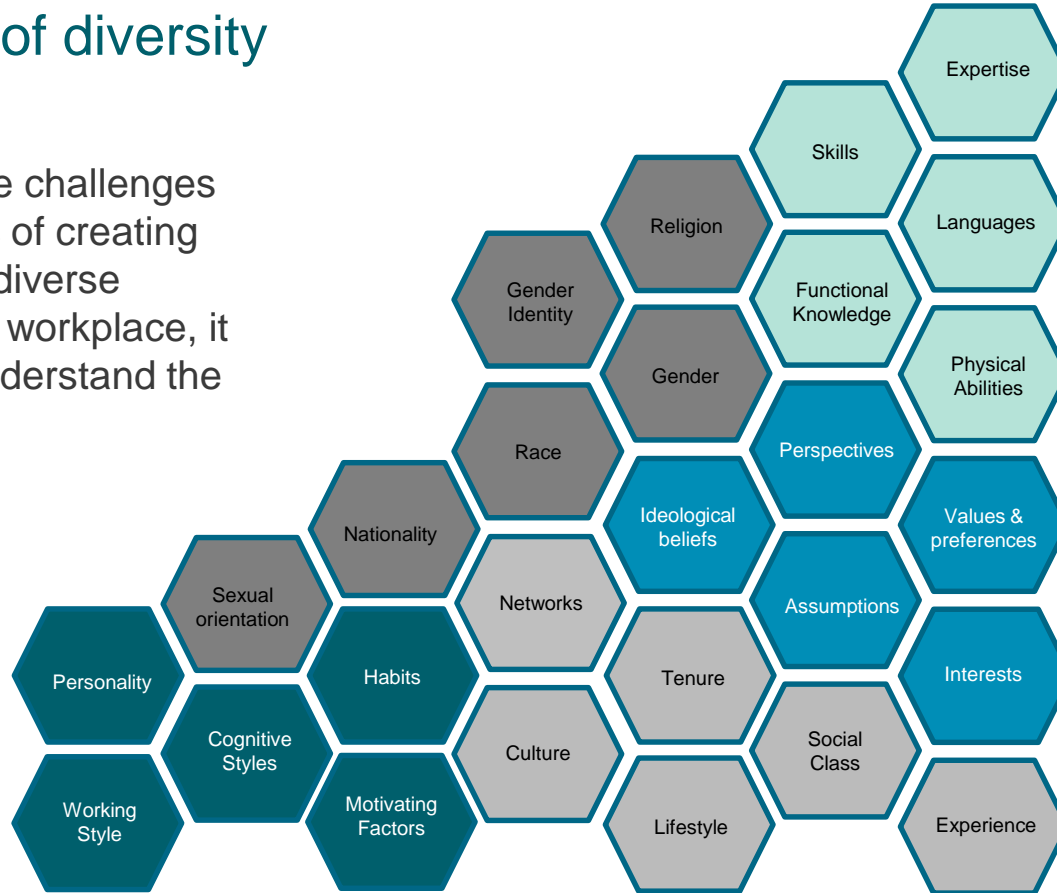
Rebecca Worthington



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# Dimensions of diversity

To understand the challenges and opportunities of creating an inclusive and diverse community in the workplace, it is important to understand the underpinnings



# Why is diversity and inclusion important? – The business case

- Mckinsey research – financial returns are 35% above national industry medians for companies in top quartile for racial and ethnic diversity
- Looking like our customers
- Retention in environment of skills shortage



# Why is diversity and inclusion important? – The business case

- Gender pay gap reporting
- Hampton–Alexander review – in FTSE 100 at least 33% of members of executive team must be women
- Investor voting patterns



# What's getting in the way?

- Entrenched views – presenteeism, FOMO
- Evolution
- Unconscious bias
- No quick fix



# What can we do about it

- Clear leadership and setting the culture
- Role models
- Diverse lists and anonymising
- Unconscious bias training
- Data collection and diagnostic
- Communicating commitment internally and externally – what gets measured happens



# Practical case study - Countryside

- Some progress but a long way to go

## Actions this year:

- Reviewing policies – family friendly
- Working groups – hearing what matters to our employees
- Flexible working
- Unconscious bias training
- Quarterly people review – talent and succession



# Gender balance and diversity in the home building industry

- HBF scoping role that they should play
- Exploring what members are doing and what other sectors are doing
- Considering forming a 'working party' of individuals from membership







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