

Diversity and Inclusion

Diversity

Majority, medians, minorities
Quartiles, deciles
Categories, measures

Inclusion

Awareness
Fairness
Contributions/Voice
Decision making
Monitoring
Ownership

Talent Management

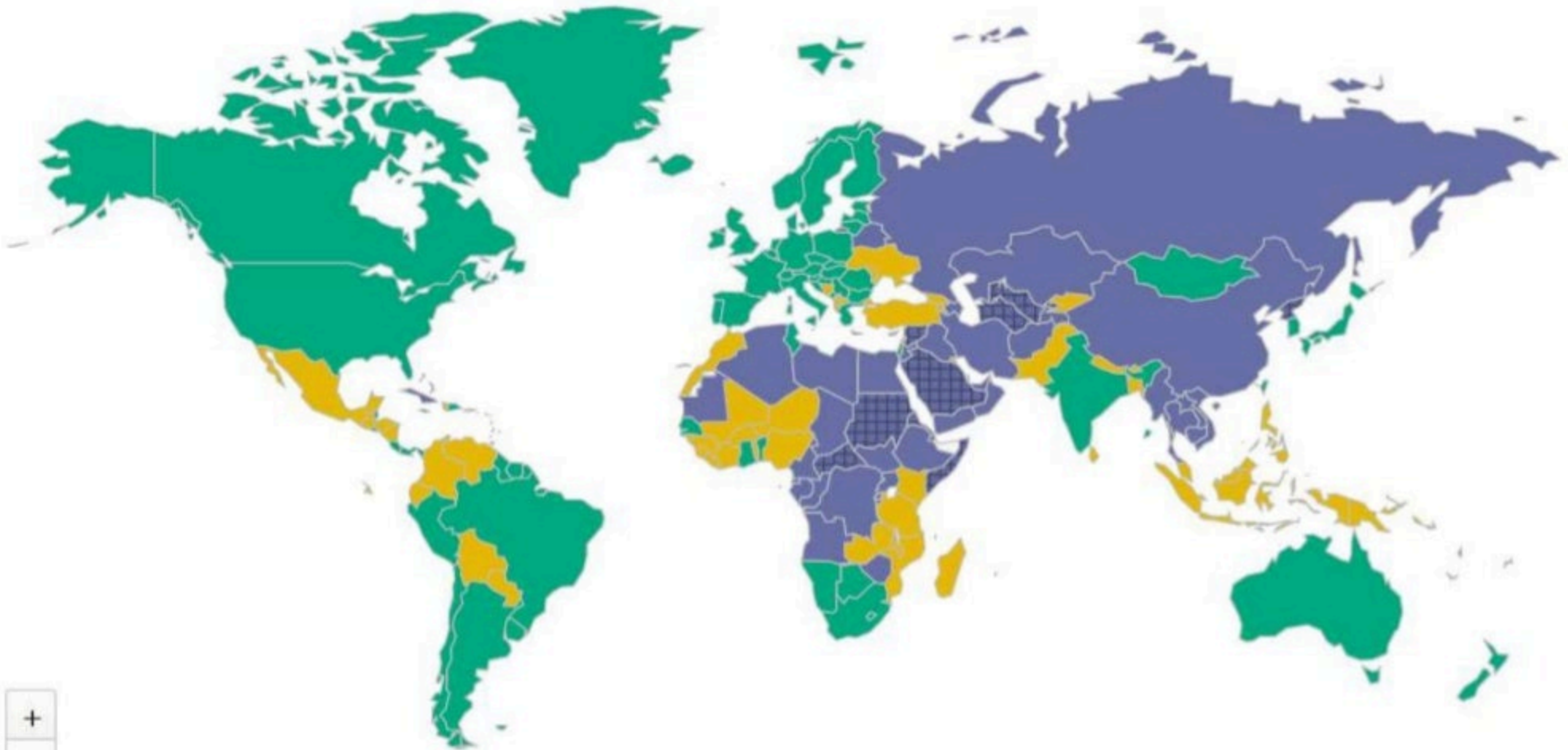
The New Bersin by Deloitte Talent Management Maturity Model



Source: Bersin by Deloitte, 2015.

Political rights and civil liberties

Freedom in the World 2015



Freedom in the World

Free

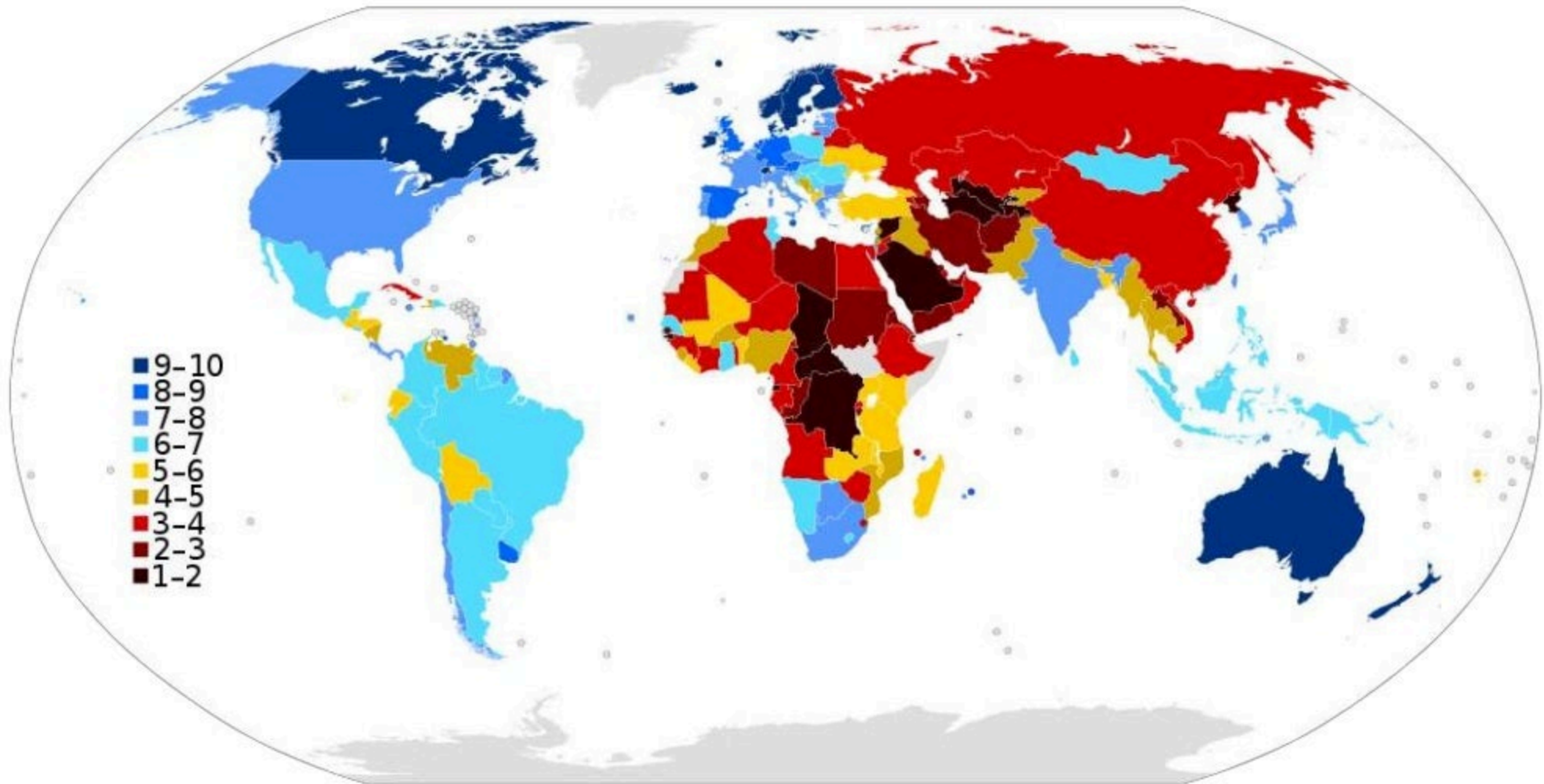
Partly Free

Not Free

Worst of the Worst

Highcharts.com

- Whether national elections are free and fair
- Security of voters
- Influence of foreign powers on government
- Capability of the civil servants to implement policies





Petitions

UK Government and Parliament

- **Anyone can start a petition**
- **If it gets 10,000 signatures you get a response from Government**
- **If it gets 100,000 signatures it gets considered for debate in Parliament**
- **Show where signatures come from on a map to check for representativeness**



Sounds pretty fair.

Everyone has a voice

Minority views get represented

Issues get raised above a minimum threshold

Incorporates diversity and inclusion principles?



Petitions waiting for a debate in Parliament



6 petitions

Shut down the domestic ivory market in the UK.

105,049 signatures

Waiting for 17 days

Scheduled for debate on 6 February 2017

Make it a specific criminal offence to attack any member of NHS Medical Staff.

113,526 signatures

Waiting for 12 days

Scheduled for debate on 27 February 2017

Make it illegal for a company to require women to wear high heels at work

152,420 signatures

Waiting for 264 days

Scheduled for debate on 6 March 2017



Petition

Give status to Police Dogs and Horses as 'Police Officers'

I propose that UK Police Dogs and Horses be given protection that reflects their status if assaulted in the line of duty. This would be similar to the US Federal Law Enforcement Animal Protection

[▶ More details](#)

[Sign this petition](#)

125,453 signatures

[Show on a map](#)

100,000



Parliament debated this topic

This topic was debated on 14 November 2016



[Watch the debate](#) • [Read the transcript](#)



Petition

Air-drop life saving aid into the starving cities in Syria.

As you may be aware, the situation in Syria has become critical this week. Aid is being blocked from reaching major cities, Russian and Assad forces have heavily increased their air strikes, targeting and destroying the only remaining hospital in Eastern Aleppo. The time to act is now.

[▶ More details](#)

[Sign this petition](#)

143,869 signatures

[Show on a map](#)

100,000



The Petitions Committee decided not to debate this petition



Petition

Put a VEGAN meal on every school, college, university, hospital and prison menu.

Over 5% of the population is vegan and growing. A vegan diet is healthier, it conserves resources and protects the planet, above all it's cruelty free. United Nations has called upon us to consume more plant based foods. Animal products are linked to the increase in cancer and heart disease.

[▶ More details](#)

[Sign this petition](#)

13,584 signatures

[Show on a map](#)

100,000



Petition

Make it illegal to harass a learner driver who is on a lesson.

It is becoming more and more dangerous for driving instructors to teach learners on UK roads as we are continually harassed by other, so called "qualified" drivers. We are cut up, sworn at, threatened and verbally abused every day. This should be treated as a "hate crime".

[▶ More details](#)

[Sign this petition](#)

1,650 signatures

[Show on a map](#)

10,000



Petition

Allow paganism to be taught in religious education lessons

All religions should be covered in the curriculum not just the chosen few. The younger members of society should be able to make an informed choice to what religions are around and what they stand for.

[Sign this petition](#)

876 signatures



[Show on a map](#)

10,000



Petition

Ban the sale of cages under 80x50cm for hamsters

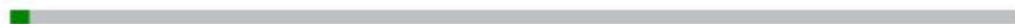
Thousands of hamsters are kept in cages not suitable.

According to a pet shop "a cage sized 30X59cm is the biggest cage & is suitable to keep a hamster in as they don't grow much." Incorrect advice is being given to owners & millions of hamsters are living in cages that are not actually big enough

[▶ More details](#)

[Sign this petition](#)

176 signatures



[Show on a map](#)

10,000



Petition

Licence and regulate nail technicians, hairdressers and beauticians.

People in the hair and beauty industry are not always qualified or have only done 1 day of training which isnt enough, these uneducated people are working on the public with no knowlage and insurance. They are also causing harm and damage to the public aswell as illegal workers being exploited.

[▶ More details](#)

[Sign this petition](#)

48 signatures



[Show on a map](#)

10,000

Types of diversity

- How many vegans does each center have?
- How many hamster keepers?
- How many nail technicians?
- How many learner drivers?

Are all categories of diversity equal, are they the same for each organization?

Gender, discipline, age, nationality, ethnic group, beliefs, sexual orientation, education, disability, politics, background



ceo



All

News

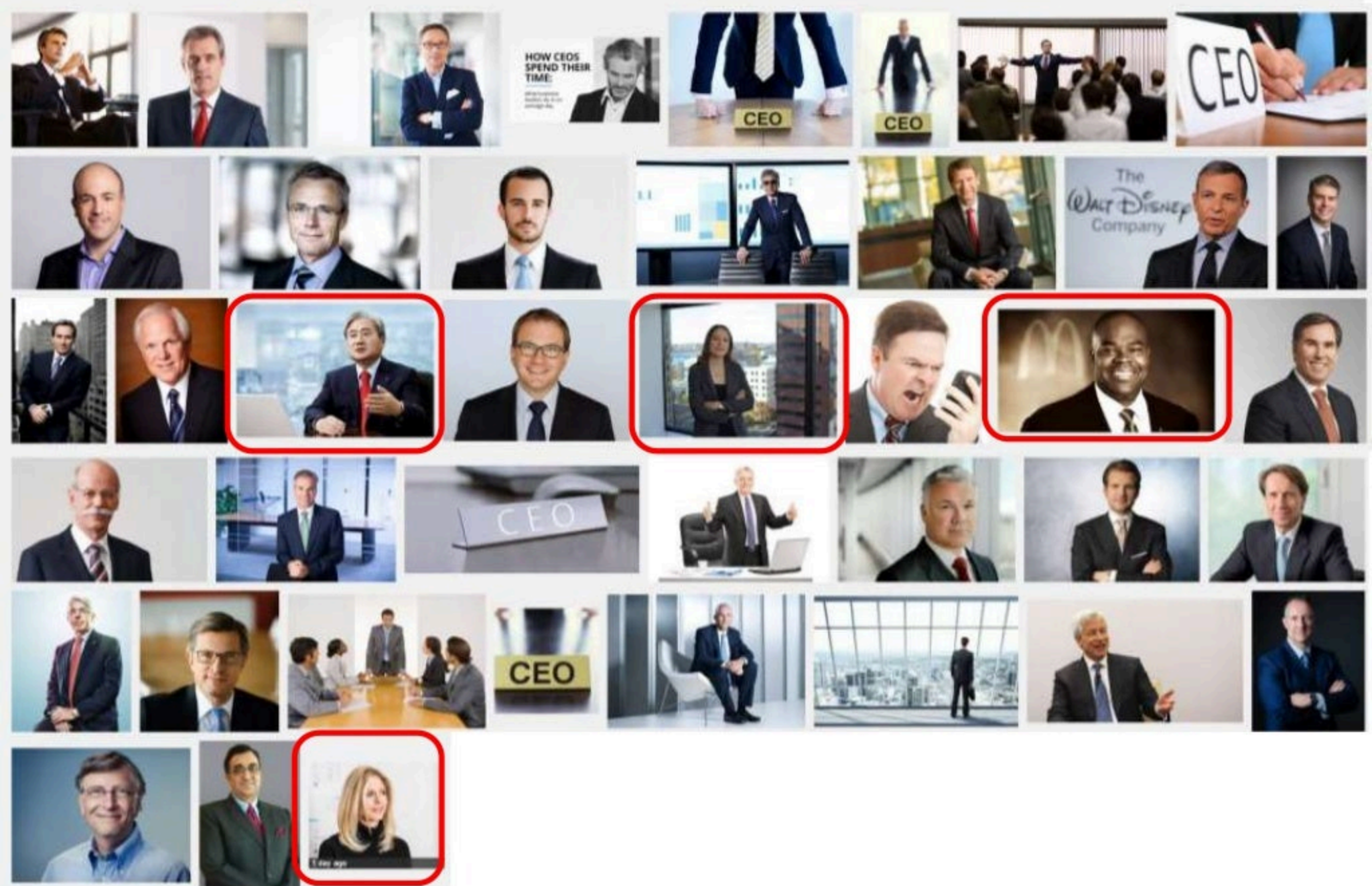
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Diversity and Inclusion

We know we have a problem

What can we do about it?