

Equality, Diversity and Inclusion in the Workplace social media cards

From Cornwall Equality and Diversity Network campaign, July and August 2023

#equality #diversity #inclusion



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	36% of 50-69 year olds feel at a disadvantage applying for jobs due to their age. How can you age-proof your recruitment process?	There is no age limit to working, and older workers are essential for the economy and to benefit their own well-being. See the work Age UK Cornwall & Isles of Scilly has been doing with the Inclusivity Project around older people. https://theinclusivityproject.co.uk/
	What are you doing to support refugees into employment?	Refugees, particularly women with children, desperately need work in this country. Many face barriers of perception, qualifications not being recognised, and language. See the Refugee Employment Network - REN for more. Also, Ukrainian refugees are invited to Cornwall Neighbourhoods for Change (CN4C) in Redruth on Sunday 25 June for Ukrainian Business Club.

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 When supporting employees, "reasonable adjustments" can be simple things, but that make a big difference. Funding is available for adjustable office furniture, and low-cost software or gadgets.	When supporting employees, "reasonable adjustments" for their different needs don't have to be expensive, and funding is available for adjustable office furniture, and low-cost software or gadgets.	Audits and training, from disAbility Cornwall & IoS Access Cornwall and Theaae The Association of Accessible Employers (for larger organisations) can help your business explore the possibilities. www.disabilitycornwall.org.uk www.accesscornwall.org.uk www.theaae.org.uk
 How would you react if a team member disclosed sexual abuse to you?	How would you react if a team member disclosed sexual abuse to you?	Offering appropriate support to victims of abuse and violence could mean the difference between life and death, or at least retaining a valued employee once they've weathered their personal storm. Find out about the Women's Centre, Cornwall's training. https://www.womenscentrecornwall.org.uk/training and training from Equally Simple https://www.equallysimple.co.uk
 Does your workplace understand the difference between 'non-racist' and 'anti-racist'? Does it LIVE it?	Does your workplace understand the difference between 'non-racist' and 'anti-racist'? Does it LIVE it?	There's a big gap between not being racist and actively challenging those who are. You can work to ensure that your workplace is welcoming to all races, rather than just neutral. Talk with Black Voices Cornwall about their 'How to be actively anti-racist' training. https://www.blackvoicescornwall.org/
 Does your recruitment process exclude people before they've even started?	Does your recruitment process exclude people before they've even started?	How can you make your recruitment process more inclusive? Ideas that work: sharing ads in new places, creating a film to tell people about your organisation, giving practical advice to applicants, guaranteeing interviews for all applicants with disabilities and long term health conditions, removing all age-related information on the forms, and sharing interview questions in advance. Find out how the Cornwall Museums Partnership did it... https://www.cornwallmuseumpartnership.org.uk/

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 1 in 5 people have some level of hearing loss. Ensuring there is enough light to lipread, and working out a solution for face masks, can make a huge difference. CEDN Cornwall Equality & Diversity Network	1 in 5 people have some level of hearing loss. Ensuring there is enough light to lipread, and working out a solution for face masks, can make a huge difference.	1 in 5 people have some level of hearing loss. See-through face masks, good lighting, and practicing clear speaking – plus only one person talking at a time in meetings, will be a huge help for anyone with hearing loss, whether they wear a hearing aid or not. www.hearinglosscornwall.org
 How should you, as an employer, navigate the 'toilet question'? CEDN Cornwall Equality & Diversity Network	How should you, as an employer, navigate the 'toilet question'?	How should you, as an employer, navigate the 'toilet question' where staff are non-binary, transitioning or trans? One loo for girls and one for boys, and let people choose where to go? A unisex bathroom for everyone? How does it actually work? See guidance from Gendered Intelligence to help you. https://genderedintelligence.co.uk/profession/overview.html
 Supporting the spiritual needs of the people you care for can make a huge difference to their quality of life. CEDN Cornwall Equality & Diversity Network	Supporting the spiritual needs of the people you care for can make a huge difference to their quality of life.	Ensuring the spiritual needs of a diverse population are met is important, especially in personal care or end-of-life situations. Learn about Cornwall Faith Forum's multi-faith spiritual care workshops. https://dorkemmyn.org.uk/adult/
 Many people have some kind of mental health difficulty in their lives. Is your workplace mental-wellbeing-friendly? CEDN Cornwall Equality & Diversity Network	Many people have some kind of mental health difficulty in their lives. Is your workplace mental-wellbeing-friendly?	With conditions ranging from depression or anxiety to schizophrenia or bipolar disorder, mental ill health is something that could affect us all. Supporting staff, and creating a workplace where mental wellbeing is prioritised will help your business retain staff, and remain productive. Find out more on the Healthy Cornwall website. https://www.healthycornwall.org.uk/organisations/healthy-workplace/information-resources-and-support/mental-wellbeing/advice-for-managers/

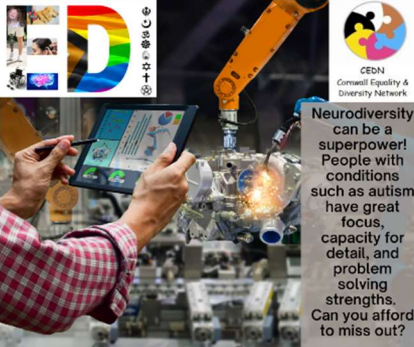
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If you're unsure about your responsibilities around inclusion and diversity in the workplace, you're not alone. Whether you employ cleaners or brain surgeons, the law is still the law! 	If you're unsure about your responsibilities around inclusion and diversity, in the workplace, you're not alone. Whether you employ cleaners or brain surgeons, the law is still the law!	Unsure about your responsibilities around #inclusion and #diversity in the workplace? For support, including fact sheets, guides, approaches to flexible working, and more see the Cipd-UK website. https://www.cipd.org/uk/topics/equality-diversity-inclusion/
 Neurodiversity can be a superpower! People with conditions such as autism have great focus, capacity for detail, and problem-solving strengths. Can you afford to miss out?	Neurodiversity can be a superpower! People with conditions such as autism have great focus, capacity for detail, and problem-solving strengths. Can you afford to miss out?	#Neurodiversity can be a superpower! #Autism, #Dyslexia, #Dyspraxia, #ADHD and other conditions are diagnosed in 1 in 68 of the population, but likely to be much more widespread. While social and relationship challenges can come with these conditions, the benefits to a workplace of the strengths that are often present can be considerable. Adaptations don't need to be complex, or costly, but need to be individual for each person. Find out more on the @The Autistic Community of Cornwall CIC website www.theautisticcommunityofcornwall.org and the Neurodiversity Week Resource Hub: https://www.neurodiversityweek.com/resource-hub
 Is there a Gender Pay Gap in your business? What can you do about it?	Is there a Gender Pay Gap in your business? What can you do about it?	A pay gap between men and women in your business could indicate discrepancy between roles for men and women, or other underlying issues. What steps can you take to fix it? https://gender-pay-gap.service.gov.uk/
 How do you work with different staff members' religious needs? Holidays, fasts, dietary requirements...	How do you work with different staff members' religious needs? Holidays, fasts, dietary requirements...	How do you work with different staff members' religious needs? Fasts, feasts, religious clothing and dietary restrictions can be tricky for employers to navigate, if you're not familiar with the different religions in your staff group. Learn about different religions at the Religion Media Centre, and how to include them, on the Equality and Human Rights Commission website https://religionmediacentre.org.uk/factsheets/www.equalityhumanrights.com/en/religion-or-belief-workplace

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 There are over 22,000 adults with visual impairment in Cornwall. Almost 20% are working age. How does your workplace support them?	There are over 22,000 adults with visual impairment in Cornwall, and almost 20% are working age. How does your workplace support them?	There are over 22k adults with visual impairment in Cornwall, and around 20k of them have some degree of vision. There are many gadgets and electronic solutions to help them be a valued part of the workplace. See ISightCornwall and Theaee for training and ideas.
 1 in 5 LGBTQ+ people feel that being LGBTQ+ limits their job opportunities. Are you limiting anyone's potential?	1 in 5 LGBTQ+ people feel that being LGBTQ+ limits their job opportunities. Are you limiting anyone's potential?	LGBTQ+ people are often the target of negative comments, or feel they need to hide who they are at work. Find out how you can make a safe environment for your whole team, with Cornwall Pride's Partnership offer, and their inclusion training for organisations. https://cornwallpride.org/awareness/become-a-partner/ See also Stonewall.
 Over 11 million people in the UK have a disability or long-term health condition. It might be easier than you think to tap into that employment pool.	Over 11 million people in the UK have a long-term health condition or disability. It might be easier than you think to tap into that employment pool.	Many people with disabilities are desperate to earn a living, and require small adjustments, or software, or simply an understanding of their condition. Pluss supports people with disabilities, and potential employers, to get people into employment, through their Health Works for Cornwall programme. www.Pluss.org.uk
 What support do you have in your workplace for people who are pregnant, or returning to work while breastfeeding?	What support do you have in your workplace for people who are pregnant, or returning to work while breastfeeding?	What support do you have in your workplace for people who are pregnant, or returning to work after having a baby? Legally, you have to make allowances for pregnant people, to protect them from heavy lifting, pronged standing, as well as strong chemicals and x-rays. You also need to provide a safe space to feed baby, or pump milk. See the Maternity Action website for more https://maternityaction.org.uk/
 Whatever your industry, there's scope to be more inclusive and improve your workforce's capability.	Whatever your industry, there's scope to be more inclusive and improve your workforce's capability.	Whatever your industry, there's room to improve! Various organisations run Equality, Diversity and Inclusion training and workshops for local businesses, supporting them to improve, including University of Exeter Cornwall. These are chargeable, to support the Uni's EDI activities for students and in the community.

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	EDI	We have now reached the end of our campaign around #Equality, #Diversity and #Inclusion in the workplace. Thanks for your support. We have included many local and national resources to support employers, but found far more than we could include in the posts. Hence we have made a Resource Sheet, which will be in the Inclusion Cornwall Resource Library, and here: https://inclusioncornwall.co.uk/latest-from-cedn/. Please use it, and share it!