

## DIVERSITY & INCLUSION REPORT

Following attendance at the Executive Committee meeting, and subsequent discussions, we have put together some initial recommendations below. This has been set out to include the initial observations, any recommendations (whether from an external party, another D&I affiliate, or even the Exec itself), what actions were then taken, and how we would measure success.

This is not an exhaustive list, and we very much see this as an ongoing document which should be added to periodically. Thank you to Tracy Littler from Community in your help in kickstarting this.

Issue/Observation	Proposed actions	Outcome	Measures	Further Actions
1. Use of the website, needs to include a D&I statement to represent what AFF wants representation to look like	Sub Group draft statement for EC, utilise EB and D&I focus group	Agreed statement	Statement on Website by August	Review each year
2. Rules of the AFF – do they have specific reference to D&I goals	Include in new draft of rules. Run by EB and D&I focus group. Approved by EC, with specific highlight to section.	Statement should be future proof, include our ethos and ambitions	Statement in Rules by August	Review in a year
3. Does the AFF have a clear idea of the representation of its affiliates, in order to ensure it is mirroring that	Engage with affiliates and have the discussion.	This is a challenging action as this may not be current for affiliates, they don't have access to the data, or how data is gathered could look differently for each affiliate.		Inclusion of non-protected characteristic groupings, e.g. economic disadvantage. Review wording to decide how the data could be shared or what good looks like i.e. certain number of affiliates might be able to share the data?

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<p>4. Can the AFF have dedicated representation from D&amp;I champions and Equalities Reps from amongst its affiliates?</p>	<p>The introduction of a rotating 'Inclusion Champion' who works with the Exec to challenge its activities</p>	<p>An Inclusion Champion has been instated on a trial basis, to both EC and OSG. Plan to rotate, new person in 6 months</p> <p>Publicise role to affiliates</p>	<p>Review arrangement to assess learnings. Engage with stakeholders – Inclusion Champion, EC members, D&amp;I focus group.</p> <p>Interest in next EC position</p> <p>ED&amp;I champion on the EC</p>	<p>Review each year</p>
<p>5. Can the AFF hold other seats for under-represented groups e.g. young workers?</p>	<p>Longer term goal, need to assess D&amp;I action 4 above</p>	<p>Longer term goal, need to assess D&amp;I action 4 above</p>	<p>Longer term goal, need to assess D&amp;I action 4 above</p>	<p>What other groupings are appropriate?</p>
<p>6. What can AFF do to understand how inclusive the sector is, and how can AFF assist or promote in encouraging diversity?</p>	<p>Engage on the subject with both staff side – union and employee bodies and employers. Start the conversation</p> <p>Challenge – this work and time is unfunded. Resources are finite</p>	<p>Be able to start to answer this challenging question for part of the Financial Sector within 1.5 years</p> <p>Be more informed on the subject.</p> <p>Partnerships with other organisations, e.g. Universities exploring this issue</p>	<p>Forward progress on the subject within 6 months</p>	<p>Baby steps, who else can assist in this.</p>
<p>7. The issue of diversity is being seen as a challenge to overcome, rather than an opportunity to improve. A change of mindset may naturally change the outlook</p>	<p>Great question however I have no answer, I'm sure I do see/ have seen it as a challenge. I'd need guidance in shifting perception to take advantage of a mindset</p>			

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	<p>shift. I'm still stuck on the fact we have had legislation since the 70's and D&amp;I remains a challenge. Though things have improved, not enough and not fast enough. Whilst new aspects and conversations and perceptions emerge – discrimination in the work place still exists</p>			
<p>8. Does the AFF seek to - <i>'further activity that specifically appeals to different backgrounds'</i>, e.g. 'Race, Equality Matters' or 'Pride' events</p>	<p>We have a role, I'm not clear on where it begins and where it ends in relation to our resources and specialism. Others may be able to do this better. Yes, we need to support such activities, our learning calendar and EC agenda need to ask these questions and be relevant. I need input to help me see what AFF EC can support/achieve</p>	<p>Have led discussions with EC, unresolved. More actively we have held 4/ 5 ED&amp;I learning events for affiliates over the last two years, these have been informative and challenging and from what we can tell well attended and received by those joining. More planned for 2024.</p>	<p>Confirm in February 2024 EC how many such events and discuss future direction.</p>	