



National Inclusion Week 2020

Programme of events

28th September – 4th October



It's what we do



Contents

- 1.0 Putting inclusion at the heart of everything we do
- 2.0 How am I role modelling endless inclusion
- 3.0 Schedule of dates

1.0 Putting inclusion at the heart of everything we do

As we began to develop our diversity and inclusion strategy in 2018, we initially focused on our own colleagues and it's in this area that we've made the strongest advances.

Our aim

As part of realising our vision - co-operating for a fairer world, we need to ensure that every one of our 65,000 colleagues feel included, listened to, respected and can be themselves at work. We've still got more to do, and that's why this year for National Inclusion Week we'll continue to celebrate and raise awareness of key diversity and inclusion topics.

This year

The theme this year is 'each one reach one' which is about creating a chain reaction inclusion movement. This is achieved by every person encouraging at least 1 more person to get involved and help create an endlessly inclusive culture at Co-op.

We've already made some great progress:

- Set up a network of 100+ colleague 'inclusion pioneers' across all our business areas
- Established five colleague networks covering: women, LGBT, Ethnicity, Young people and disability
- Refreshed and launched our Bullying, Harassment and Discrimination policy and e-learning
- Achieved 50:50 male to female ratio in all applicants and new hires from 70:30 to create a more gender-balanced talent pipeline
- 60% of our apprentices are now female
- Launched our Co-op behaviours, with 'endless inclusion' as a core behaviour
- Externally audited all our people processes and lived experiences to understand our future focus areas
- Launched a new leaders talent development programme using 'blind applications' to reduce bias and to increase diversity
- Reduced bias in our performance processes by creating managers guidance and ensuring that part-time colleagues' goals were reflective of the hours they worked
- Established a cultural calendar to encourage colleagues to celebrate what's important to them
- Used events to raise awareness of the importance of diversity and inclusion
- Invested in our resourcing team to enable them to be the experts in inclusive recruitment and to ensure that bias is designed out of the process
- Established a BAME working party of colleague representatives from around the business to improve the lived experience of our BAME colleagues.



2.0 How am I role modelling endless inclusion?



Update your diversity data

Login to MyHR > My Details >
Update personal information >
Complete diversity monitoring questions



Attend a session

Attend 1 session during the week OR explore the resources available on MyHR under MyLearning by searching 'endless inclusion' using the search bar at the top of the page.



Post and tag

Post your commitment to being more inclusive on Yammer, Twitter or Facebook and tag at least 1 more colleague to get them to do the same.

3.0 Schedule of dates

Some of the sessions have been designed to encourage group conversation and therefore have limited capacity to allow for this. For these sessions you'll need to register via the links on a first come first serve basis.

For other sessions we have plenty of spaces, so you just need to copy and paste the session link / meeting ID and password if required, and add it to your calendar as a reminder. We'll also be recording a number of sessions in case you're not able to get a space on the day.

To make it simple we've highlighted the ones which you need to add to your calendar.

Date	Time	Subject	Capacity
28/09/20	10.00 - 10.20am	Introduction to D&I	250

Session This session has been designed as an introduction for anyone who wants to understand more about what diversity and inclusion mean, and why it's so important.

[Join Microsoft Teams Meeting](#)

Date	Time	Subject	Capacity
28/09/20	10.30am - 12.00pm	Enhancing Inclusion Through Deeper Listening	12

Session What happens when you listen with the intention of truly hearing the other person? This session is going to explore the topic of listening actively, deeply and empathetically in order to enhance inclusion. When we really focus on listening intently, whilst allowing each other to speak authentically, we find common ground and connection in each other's shared stories. We discover more about each other as a consequence of this process. This session will explore the research behind the topic and give you practical tools, helping create more inclusive environments.

[Register here](#)

Date	Time	Subject	Capacity
28/09/20	1.00 - 2.00pm	What is Ableism and how can we solve it?	Unlimited

Session This webinar in collaboration with Co-op's newly formed Disability Network, will discuss the concept of Ableism and explore the barriers faced by disabled colleagues and customers. The session will offer insight around the lives of disabled people, whilst attempting to address the topic of social impact and what non-disabled people can do to foster an inclusive environment.

[Join zoom meeting](#)

Meeting ID: 928 1611 0315 Passcode: 891084

Date	Time change	Subject	Capacity
28/09/20	2.30 - 3.30pm	Co-op's commitment to racial equality and inclusion	250

Session Co-op has launched our commitment to racial equality and inclusion. This session will focus on what this means in terms of intent and our ambition to make it a reality.

[Join Microsoft Teams Meeting](#)

Date	Time Change	Subject	Capacity
28/09/20	3.30 - 4.30pm	Know your network - Aspire	250

Session Aspire is a network of women and allies that advocates and co-operates for a fairer world for all women, now and in the future so that women in Co-op feel welcome, valued and that they can succeed. Join our session to find out more.

[Join Microsoft Teams Meeting](#)

3.0 Schedule of dates

Date	Time	Subject	Capacity
29/09/20	10.00am - 12.00pm	Endlessly Inclusive Leadership	20

Session As part of Co-op's commitment to promoting a culture of inclusion for all, this Endless Inclusion Leadership Lab aims to support leaders and managers at Co-op to pause and reflect on the culture in which we work, learn how to adapt our current ways of working to meet our agreed Endless Inclusion goals and targets. The focus of the programme is very much on personal reflection and individual responsibility for dialling up on our commitment to Endless Inclusion. Aligned to our core leadership behaviours the programme will be framed around 7 key principles of inclusive leadership with a specific focus on building leadership insight and humility as key leadership competencies, as well as learning how to promote psychological safety and trust. The lab will be one of self-reflection, supported by guided learning, with a key focus on commitments to action.

[Register here](#)

Date	Time	Subject	Capacity
29/09/20	11.30am - 12.30pm	How to boost your self confidence	30

Session In this interactive virtual workshop we will explore a phenomenon called 'Imposter Syndrome' and how to effects people's confidence to be their best selves at work. We will look at practical ways to combat this syndrome and develop your career. Please note there are only 30 places available on this session so signing up in advance is essential.

[Register for zoom meeting here](#)

Registration needed (numbers limited)

Date	Time	Subject	Capacity
29/09/20	2.00 - 3.30pm	Inclusion Circle - discussing anti-racism	20

Session An inclusion circle is a place for people to come together to have an open discussion about a diversity and inclusion related topic. In this session we will be discussing anti-racism and how the Co-op can become an anti-racist organisation for both customers and colleagues. Please note there are only 20 places available on this session so signing up in advance is essential.

[Register for zoom meeting here](#)

Registration needed (numbers limited)

Date	Time	Subject	Capacity
29/09/20	4.00 - 5.00pm	Know your network - Respect	250

Session Join us to learn all about Respect - our network, our members, our activities and our objectives... helping to create a workplace where Lesbian, Gay, Bisexual, Transgender and Queer colleagues can be themselves, always.

[Join Microsoft Teams Meeting](#)

3.0 Schedule of dates

Date	Time	Subject	Capacity
30/09/20	9.00am - 10.30pm	Enhancing inclusion through deeper listening	12

Session What happens when you listen with the intention of truly hearing the other person? This session is going to explore the topic of listening actively, deeply and empathetically in order to enhance inclusion. When we really focus on listening intently, whilst allowing each other to speak authentically, we find common ground and connection in each other's shared stories. We discover more about each other as a consequence of this process. This session will explore the research behind the topic and give you practical tools, helping create more inclusive environments.

[Register here](#)

Date	Time	Subject	Capacity
30/09/20	11.00am - 12.00pm	Know your network - Strive	250

Session Join us to learn all about Strive, our colleague network which aims to support young people (16 - 30 years old) shine in their careers. You will have the opportunity to meet the committee and learn how you can actively get involved in supporting our vision in making Co-op a hopeful place for young people.

[Join Microsoft Teams Meeting](#)

Date	Time	Subject	Capacity
30/09/20	2.00 - 3.30pm	How Women Rise - Presented by Author Sally Helgesen	250

Session Women's distinctive strengths and behaviours provide them with many advantages. Yet the very habits that help them early in their careers can hold them back as they seek to rise. In this virtual seminar, Sally draws on her work with legendary executive coach Marshall Goldsmith to help women identify and address the habits most likely to get in their way as they seek to move to a higher level. Using vivid real-life examples that resonate and inspire, Sally will help participants to:

- Identify how specific habits may hinder them as they move to a higher level
- Initiate simple behavioural changes that can smooth their path going forward
- Hold themselves accountable for changes that can benefit them and their organizations
- Become a more powerful resource for other women seeking to rise

[Register here](#)

Date	Time	Subject	Capacity
30/09/20	2.00 - 3.00pm	Intersectionality (all networks)	Unlimited

Session In this webinar we will explore what the term 'intersectionality' means, look at how each person around us has multiple parts to their identity which make them unique. We will also consider how having multiple characteristics which disadvantage you can impact on your experience at work.

[Join zoom Meeting](#)

Meeting ID: 994 1764 9746 Passcode: 513531

3.0 Schedule of dates

Date	Time	Subject	Capacity
30/09/20	3.00 - 4.00pm	Rise session	250

Session Join Rise to reflect on 2020 together and be part of the launch of the BAME colleague Mentoring programme.

[Join Microsoft Teams Meeting](#)

Date	Time	Subject	Capacity
01/10/20	10.00 - 11.30am	Things you need to stop saying - microaggressions	Unlimited

Session In this webinar we will explore microaggression, the small behaviours or comments that exclude others often without us ever noticing. This session will take a particular focus on racial microaggressions and how they affect Black, Asian and ethnic minority colleagues.

[Join zoom Meeting](#)

Meeting ID: 993 0775 7007 Passcode: 621962

Date	Time	Subject	Capacity
01/10/20	11.00am - 12.00pm	Know your network Disability Network	250

Session Join us to learn all about Co-op's NEW Disability Network! We'll be talking about our network, our vision and goals for 2020 and what we hope the new network will offer for our members.

[Join Microsoft Teams Meeting](#)

Date	Time	Subject	Capacity
01/10/20	2.00 - 4.00pm	Endlessly Inclusive Leadership	20

Session As part of Co-op's commitment to promoting a culture of inclusion for all, this Endless Inclusion Leadership Lab aims to support leaders and managers at Co-op to pause and reflect on the culture in which we work, learn how to adapt our current ways of working to meet our agreed Endless Inclusion goals and targets. The focus of the programme is very much on personal reflection and individual responsibility for dialling up on our commitment to Endless Inclusion. Aligned to our core leadership behaviours the programme will be framed around 7 key principles of inclusive leadership with a specific focus on building leadership insight and humility as key leadership competencies, as well as learning how to promote psychological safety and trust. The lab will be one of self-reflection, supported by guided learning, with a key focus on commitments to action.

[Register here](#)

3.0 Schedule of dates

Date	Time	Subject	Capacity
02/10/20	12.00 - 1.00pm	Mental Health impact on your youth Generation	250

Session This session is open to all but takes a particular focus on how young people's mental health is affected by the current social, political and economic climate. We will focus on the causes of mental illness as well as how to keep yourself healthy.

Join zoom meeting

Meeting ID: 948 8794 2719 Passcode: 896093

Date	Time	Subject	Capacity
02/10/20	2.00 - 3.00pm	Neurodiversity - How our minds work	250

Session Neurodiverse (ND) and neurodiversity refer to the infinite variation in the ways our minds work; differences in thinking, attention and memory. We want to share the experiences of people with specific facets of neurodiversity such as Autistic Spectrum Disorder (ASD), ADHD, dyslexia, dyscalculia, dyspraxia, and Tourette Syndrome, and explore how we can continue to improve how we value diversity at the Co-op.

Join Microsoft Teams Meeting

If you need support booking / joining a session please email:
diversity.matters@coop.co.uk

