



# ESGMARK®

## QUICK GUIDE

### CREATING YOUR WORKPLACE DIVERSITY + INCLUSION POLICY

ESGmark®

MARCH 2022



## ESGmark® Quick Guide to Diversity and Inclusion

### What is Diversity and Inclusion?

In the simplest possible terms, diversity is the mix and inclusion is getting the mix to work well together – a diversity and inclusion policy should take the theory and make it applicable to your business and workforce.

Diversity for Social Impact defines this beautifully [when it says](#)

“Inclusion is about each person feeling valued and connected. Everyone thrives in an environment where our inherent worth is recognized...

Diversity is about a rich mix of differences. It encompasses all the dimensions that make each person one of a kind, including ethnicity, race, age, style, gender, personality, beliefs, experiences, sexual orientation and more. Psychological, physical, and social differences that occur among all individuals.”

Historically, employers were expected to produce an Equal Opportunities report that outlined their commitment to gender equality in the workplace. As society’s understanding of what equality looks like as a concept has moved far beyond simply providing loos for the ladies, so too has business’ understanding of what that should look like in the workplace.

Diversity and Inclusion (D&I) has come to be recognised as critical workplace policy for companies across the industry spectrum. Not only is it a moral imperative, if nothing else it is a business advantage. A happier, more settled workforce is more productive, and a workforce with a whole host of opinions, backgrounds and ideas is more creative.

### Defining workplace diversity

D&I are either said together in the same breath or the two words are used interchangeably. In both scenarios the outcome is the same – there ends up being no meaningful difference in what distinguishes the words. However, it is important to understand the difference and the impact they can each have on an organisation’s culture.

**Diversity:** diversity focusses on the ‘who’, i.e. the makeup of your workforce and, in particular, understanding, accepting, and valuing the different personal, physical, and social characteristics of the people who work for you. This includes, amongst other characteristics, gender, ethnicity, sexual orientation, religion, education, physical ability and disability and age. It’s



important to us (currently people). Inclusion: an initiative that lets all employees know that their ideas and concerns are valued differently to their

### Adding in a 360

Many organisations

are not doing things differently to their employees (currently people). Inclusion: an initiative that lets all employees know that their ideas and concerns are valued differently to their

### Adding in a 360

Many organisations

are not doing things differently to their employees (currently people). Inclusion: an initiative that lets all employees know that their ideas and concerns are valued differently to their

### Adding in a 360

Many organisations

are not doing things differently to their employees (currently people). Inclusion: an initiative that lets all employees know that their ideas and concerns are valued differently to their

### Adding in a 360

Many organisations

**This is a preview.**

**Join us to gain full access to all of our policy guides and templates along with other exclusive benefits.**

**If you have any questions please contact a member of the team at [info@esgmark.co.uk](mailto:info@esgmark.co.uk)**

Current law is focused on D&I. The last issue was in 2017, focused on person specific organisations & diversity audits

Companies will and – likely – D&I policy that

Current law is focused on D&I. The last issue was in 2017, focused on person specific organisations & diversity audits

Companies will and – likely – D&I policy that

Current law is focused on D&I. The last issue was in 2017, focused on person specific organisations & diversity audits

Companies will and – likely – D&I policy that

Current law is focused on D&I. The last issue was in 2017, focused on person specific organisations & diversity audits

Companies will and – likely – D&I policy that

Current law is focused on D&I. The last issue was in 2017, focused on person specific organisations & diversity audits

Companies will and – likely – D&I policy that























## Leadership

You and any staff  
behaviour

It's good practice

- encourage staff
- give managers  
their role in the  
business

Inclusive

Workforce

Development

Retention

Succession

Planning

Performance

Measurement

Reporting

Transparency

Accountability

Stakeholder

Engagement

Communication

Collaboration

Partnership

Leadership

Accountability

Transparency

Stakeholder

Engagement

Communication

Collaboration

Partnership

**This is a preview.**

**Join us to gain full access to all of our policy guides and templates along with other exclusive benefits.**

**If you have any questions please contact a member of the team at [info@esgmark.co.uk](mailto:info@esgmark.co.uk)**

- Black History
- LGBT History
- Mental Health