Some general internet resources on Equality, Diversity and Inclusion

These links have been provided for interest and information by members of the IP Inclusive Community. They are intended only as an information resource and are not endorsed or verified. As with all internet sources, users should rely on their own judgement as to what is relevant or appropriate in their own personal or organisational context.

1. **Legal Framework**

   UK Government resources:

   - https://www.gov.uk/discrimination-your-rights

     Aimed at individuals outlining the law on discrimination, details the 9 protected characteristics, and the legal definition of discrimination under the Equality Act 2010

   - https://www.gov.uk/employer-preventing-discrimination

     Aimed at employers outlining what discrimination is, and help understanding how to avoid it in recruitment and during employment. Also covers obligations to pay women and men equally for work of equal value.

   Acas (Advice, Conciliation and Arbitration Service):

   - http://www.acas.org.uk/equalityact
     Creating fair workplaces: front page for equality and discrimination information. Links to pages focussing on specific characteristics and on ways employers can monitor their performance.

   - http://www.acas.org.uk/index.aspx?articleid=1363
     Guidance for employers and employees on the Equality Act 2010, includes links to detailed resources on the basics of equality and discrimination and how to stop discrimination happening.

   Chartered Institute for Personnel and Development (CIPD):

   - http://www.cipd.co.uk/hr-topics/diversity-equality.aspx
     CIPD landing page for diversity and equality, includes links to factsheets, best practice guidance and to separate sections on the different aspects. Targeted at HR professionals.

2. **General Inclusion and Diversity Resources**

   Equality and Human Rights commission: Guide to Creating an Inclusive Workplace (pdf)

   - http://www.equalityhumanrights.com/sites/default/files/documents/publications/an_employer_s_guide_to_creating_an_inclusive_workplace.pdf
   Guide for employers including detailed strategies and approaches alongside case studies. Has a section on practical ideas for small businesses.

Project Implicit: online "unconscious bias" tests.

- https://implicit.harvard.edu/implicit/

Research project on implicit social attitudes/unconscious biases. Provides online tests which allow users to test their implicit attitudes to a range of factors, including sex, race, sexuality, weight.

- Employers Network for Equality and Inclusion

UK Employers network covering all equality and inclusion issues in the workplace. Provides resources, including practical guides and training, which are available to members only.

- Inclusive Employers

UK based membership organisation for employers. Includes a range of guidance and policy, research and resources available to members only. Also provide training and consultancy services.

- The British Council Diversity team and tools
  https://www.britishcouncil.org/organisation/how-we-work/equality-diversity-inclusion]

Equality strategy and policy for the UK's principal cultural relations organisation, includes links to their Diversity Assessment framework and a small number of specific guides.

- The equality and diversity forum

UK network of equality and diversity related organisations. Carries links to information and resources, including training across the protected characteristics and extending to human rights and cohesion.

- Diversity Best Practices

Primarily US based membership network to share best practice and develop culture change. Offers tools and resources, including webinars.

- Diversity & Inclusion Conference Board

Business membership and research association including conferences, publications and webcasts on diversity and inclusion

- FutureWorks Institute

Consultants in diversity and corporate culture, offering various products and services in the equality and diversity area.

ORIGINAL: Non-profit providing meals and nutrition counselling to people with life-threatening illnesses. Local to Greater Philadelphia and Southern New Jersey.

3. **Approaches in other professions**

Solicitors Regulation Authority:

- http://www.sra.org.uk/sra/equality-diversity.page
The equality and diversity pages for the SRA, includes their EDI strategy, reports on diversity in the legal professions and guidance for the professions on collecting diversity data. Also guidance on Equality Impact Assessments.

Bar Standards Board:

- https://www.barstandardsboard.org.uk/about-bar-standards-board/equality-and-diversity/equality-and-diversity-rules-of-the-bsb-handbook/
Equality and Diversity rules of the Bar Standards Handbook. Includes a summary of the rules and links to the relevant extract of the handbook and supporting materials for implementing the rules.

Royal Academy of Engineering:

- http://www.raeng.org.uk/policy/diversity-in-engineering
The Royal Academy's policy on Diversity in Engineering.

4. **Gender and Sexual Orientation**
- Catalyst

International non-profit aimed at expanding opportunities for women and business. Knowledge centre includes range of information and tools.

- Gender Identity Research and Education Society (GIRES)

Resources for employers include information and advice, a transgender policy guide for employers (http://www.gires.org.uk/assets/Workplace/Transition-in-workplace-policy-Nov-2015.pdf) and transgender awareness e-learning module (http://www.gires.org.uk/e-learning).

- The Gender Trust
Supports individuals affected by gender identity issues and can provide services to corporate clients including training and advice.

- Opportunity Now
Gender equality campaign at Business in the Community. Reports and resources including case studies. Can also provide benchmarking and training.

- Stonewall

Supporting LGBT people by partnering with organizations to make a difference. Resources for employers include guidance on role model and ally programmes. Also

puts together employer indexes and offers a recruitment/job search site for Diversity Champions.

- Out & Equal

Global non-profit dedicated to LGBT workplace equality. Carries a job search function.

- Human Rights Campaign

Civil rights organisation working to achieve equality for LGBT Americans. Has resources for employers covering policies, training and business cases.

- Equality Forum

American based civil rights organisation focussed on advancing LGBT rights through education.

- Equality NC Foundation

Equality North Carolina. Aiming to secure equal rights for LGBT North Carolinans.

5. **Culture, Origin and Religion**
   - Employers Forum on Belief

Part of the Employers Network for Equality and Inclusion, focussing on good practice on religion, belief and non-belief. Some resources available to non-members.

- Race for Opportunity

The race equality campaign at Business in the Community. Reports and resources including case studies. Can also provide benchmarking and training.

- https://www.tuc.org.uk/equality-issues/black-workers

The TUC black workers pages, including resources to help tackle racism in the workplace.

- http://www.mcb.org.uk/wp-content/uploads/2014/06/Muslims-in-the-Workplace.pdf

Muslim Council for Britain, Muslims in the Workplace, Good Practice Guide for Employers and Employees

http://www.hinducounciluk.org/

Hindu Council UK

- http://sikhcounciluk.org/

Sikh Council UK.

- http://www.bod.org.uk/

The Board of Deputies of British Jews.

- ALPFA (Association of Latino Professionals for America)
- National Hispanic Corporate Council (USA)
- Council for the Advancement of Muslim Professionals (CAMP) (USA)

6. Disability

- http://www.autism.org.uk/working-with/support-for-employers/employers.aspx
  The National Autistic Society have a range on online resources for employers and also offers training and consultancy services.
- Business Disability Forum (formerly Emp Forum on Disability)
  Members forum providing advice and support for employers. Provides the Disability Standard assessment tool to members to check how disability-smart their organisations are.
- Office for Disability Issues
  UK government organisation within DWP, has guidance on a range of employment issues, including how to attract recruit and retain disabled people and guidance on inclusive communication.
- Project Search
  Provides real-life work experience to help youth with significant disabilities make successful transitions from school to adult life. Has programs in US, Canada and UK.
- US Business Leadership Network (USBLN)
  US based network for disability inclusion.

7. Diversity issues in the wider STEM community

The Science Council - "Declaration on Diversity Equality and Inclusion":

- http://sciencecouncil.org/content/declaration-diversity-equality-and-inclusion
  A declaration for Science Council members to sign to commit to promoting diversity. This page includes links to resources to help members meet the commitment including example diversity policies and summaries of actions which can be taken to support diversity.

Improving Diversity in STEM: A report by the Campaign for Science and Engineering (CaSE), May 2014:

- http://sciencecampaign.org.uk/CaSEDiversityinSTEMreport2014.pdf
  Sets out the case for diversity and breaks down the issues affecting different under-represented groups, including a section on social disadvantage. Largely policy rather than employer focussed.

WISE (promoting Women in Science and Engineering) : 10 Steps Ten which are thought to make a difference to recruitment and retention of women in the STEM sector:

- http://www.wisecampaign.org.uk/business/ten-steps/ten-point-plan

An employer focussed and led set of 10 practical actions which make a difference to recruitment and retention of women in the STEM sector.

Prospect Trade Union - a Charter for Women in STEM:

- http://www.prospect.org.uk/select_an_industry/science/women/charter
  A mix of policy and employer focussed set of actions to support women in STEM. Drawn from a survey of Prospect's women members working in the STEM sector.

The Institute of Engineering and Technology (IET) – Progressing women in Stem roles,
- Best practice guidance and report – **due out soon.** Practical guidance for employers in recruiting and progressing women in their business. Includes action checklists and case study examples.