

# Equality, Diversity & Inclusion at Renishaw: Future Proofing our Business

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# What does the future look like for us?

## Future workforce, changing demographic & the next generation:

67% of job seekers consider workplace diversity an important factor when evaluating job offers

– *Glassdoor*

58% of employees say they would consider leaving their current organisation for one that is more inclusive

- *Centre for Talent Innovation*

## Culture that enables and supports us to Transform Tomorrow Together:

- Increased innovation
- Increased productivity
- Increased profit
- Increased employee engagement

# What does the future look like for us?

## Future workforce & the next generation:

- **Talent attraction:** being explicit about your culture, widening the candidate pool
- **Talent retention:** ERGs, adjustment passports, inductions, policy
- **Early Careers:** Early Careers Network, D&I training as part of professional development

## Culture that enables and supports us to Transform Tomorrow Together: Being intentional about our culture as we grow.

Psychological Safety – inclusion as a baseline before we start to reflect on our differences and how we can use them to our advantage.

- Allyship
- Inclusive Leadership
- Managers skills
- Awareness activity