



Diversity Task Force

Update October 2022

Foreword

In a recent interview for Motor Pro magazine, Linda Jackson, who is CEO of the Peugeot Brand, and Chair of the Gender and Sexual Orientation working group, said

“We started with the question; how can we attract more people into our industry? We know that we need to attract more people in. More people that want to work with the automotive industry, whether that be in our workshops, whether that be in our showrooms, whether that be in OEMs. Then we moved on to the question, what are the barriers for people to move in? We’re talking about whole communities, whatever they may be, how do we bring those in, but not only how do we attract them, how do we create the environment that everybody feels comfortable to be able to be themselves? Also, how do we retain them?”



You’ll read an update on the re-formed working groups from IMI colleagues below, plus a round-up of activity since our last e-shot in August, from Vijayacittā.

We have had some positive press since January, with press coverage in a range of automotive and non-automotive publications from the Mail online to AM online and Motor Trader, with a reach of 4 million people.

There is always more to do, but I am excited that we are entering the next phase of the Diversity Task Force work and am looking forward to the outputs of the three working groups.

Prof Jim Saker – IMI President
Committed to making positive change

Overview

We're making positive moves forward on our diversity and inclusion journey, and we'd like to share with you some of this month's progress:



- The IMI is a finalist for two awards in the Federation of Awarding Bodies annual awards this year. We are shortlisted for the Awarding Organisation of the Year award and for Awarding Organisation of the Year for Delivering Real Impact on Equity, Diversity, and Inclusion.
- Steve Nash, CEO, picked up an award for Leadership in the recent Association Awards event which is the prestige awards event for professional bodies.
- We've been busy finalising the development of learning materials so look out for the launch of our automotive EDI (Equity, Diversity, and Inclusion) qualification and e-Learning soon.
- We were proud to be represented at the Automotive 30% Club's Inspiring Women Awards Event by our Patron, Jim Saker who was an award judge and some of our own inspirational women.
- We're still open to sponsorship and/or partnership opportunities with other organisations that align to the working groups. Collaborations since our last e-shot include Driving Pride and the National Careers Week Foundation.
- We're still working on ensuring all our content meets accessibility standards and that our website conforms to industry best practice.

Our next e-shot will be in November, when we plan to share some of the work-streams we'll be undertaking.

Vijayacittā Harvey - Interim Head of Diversity Task Force

Committed to making positive change

You can contact me via diversitytaskforce@theimi.org.uk

Working Groups

The first meeting of the newly expanded working groups for gender identity and sexual orientation, race and ethnicity and physical and non-visible disabilities took place this month. Welcome back to returning members, and welcome to new members!

Physical & Non-Visible Disabilities

The working group was keen to have a quick review of progress to date before moving on to discussing the current challenges and priorities facing businesses and individuals in the sector.

Challenges around recruitment, retention, motivation, work place culture, cost of living concerns, workforce wellbeing, hybrid working expectations and managing remote teams are still key areas of challenge and which have intensified recently.

The group is passionate about how proactive action around making reasonable adjustments and creating a more inclusive culture could open the workplace to people with disabilities, which benefits individuals, employers and wider economy.

What's now being worked on is identify the actions that need to be implement which will have the biggest impact on business and individuals currently working in, or entering, the sector.

Gender & Sexual Orientation

At its latest meeting, this working group focused on prioritizing three recommendations from the previously published report. They identified their top three as:

1. Progression: reporting and data
2. Culture: senior leadership buy-in.
3. Culture: behaviour, education and language.

The overall view from the working group being that the development of strategies, tools and solutions to address each of the three area would foster an environment which new entrants would aspire to join, be able to progress within it, and be and be supported to excel.

Race & Ethnicity

The working group discussed the recommendations that were put forward in the report published earlier in the year and identified 'data' as still being top of the agenda.

Developing and sharing practical guides on how to gather, manage and use data is a key priority for this working group who are eager work across the other groups to ensure a joined-up approach on this topic.

Bringing the report recommendations to life by developing practical tools and solutions for the benefit of the whole industry is also where this group is focusing its efforts.

