

Diversity Task Force

Update
January 2023





Q1 – 3 achievements

- All working groups re-formed and engaged
- All working group top 3 recommendations identified
- IMI Level 5 EDI qualifications developed
- IMI 'How to be a good ally' resources toolkit developed
- 136 trade & national press coverage items - audience reach 4.8m+
- ONS project extension achieved
- Partnership with NCW Foundation
- IMI internal Inclusion Champions network established
- IMI EDI awareness training delivered
- Partnership with Driving Pride

Q4 deliverables

- Launch of the Automotive Diversity Network
- Updated ONS data findings.
- Geographical ONS data findings
- Launch of the EDI Resources Hub
- Inclusive recruitment toolkit for employers
- Inclusive workplace toolkit for employers
- Announcement about Perception Campaign
- Video content for Annual Dinner & Awards
- Announcements relating to IMI Inclusive Leadership & Management Academy
- Diversity Task Force contributors invited to become IMI members



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2023/24 Deliverables

Inclusive Leadership & Management

- Qualification/Programmes at L6+ developed with partners
- First cohort engaged on programme
- Academic and sector steering group operational
- Programmes accredited by an external body such as a university
- All governance, recognition and management policies, processes & systems in place.

Research

- School pupil and influencer perception of the industry to establish any movement on previous findings
- Return on Investment case studies for employing people with disabilities
- Analysis and focus on intersectionality
- Longitudinal seniority and whole workforce studies

Workforce Development

- IMI EDI qualifications from L1 to 4 developed
- CPD for members
- IMI Accreditation and appropriate recognition developed

2023/24 Deliverables

Attraction

- Perception Campaign in partnership with sector employers
- NCW Foundation linking employers with individuals with disabilities
- Interactive automotive experiences for students and young people
- Schools outreach to primary & SEND settings
- IMI careers website (Autocity) improvements

Senior Leadership buy-in

- Events (national/regional) focused on developing the Workforce of the Future
- EDI Director Network grown
- Regular thought-leadership articles with guest authors

Resources

- EDI digital hub
- Employer toolkits and resources
- EDI webinars for members
- Teacher, parent, guardian resources

Diversity Task Force evolution

- Three working groups become one
- Task Force becomes more of a consultative space rather than outputs focused
- Industry Expert Panel transitions into a steering group
- Activities become more integrated into IMI but remain 'Task Force-driven'
- IMI commitment of additional dedicated resource



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