

Successful business starts with Inclusiveness, Diversity and Culture (IDC)

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At Fieldfisher, we understand that business leaders want to create successful organisations that foster diversity of thought and an inclusive culture. We help clients achieve this by supporting boards, non-executives, chairs, leaders and managers within the business to develop and improve processes and procedures to ensure IDC is embedded throughout the organisation

Leadership

- **Governance review** – who is responsible for IDC in your organisation?
- **Company vision and values** – do they align with your IDC aims?
- **Strategy Planning** – what does the business want to focus on?
- **Buy-in** – how do you ensure the organisation understands and implements your vision and strategy?
- **Policy checks** – ensuring appropriate, tailored, understandable and effective policies are in place
- **Workplace compliance** – ensuring the organisation complies with its legal and regulatory obligations
- **Data** – advising on capturing, updating and analysing data in a lawful way
- **Measuring progress** – how is the organisation going to measure impact and how does it compare to its competitors?
- **Technology** – embracing technology to assist with the implementation of the IDC strategy
- **Resources** – what resources will the organisation need?
- **Project Management** – who will be the appropriate manager?
- **External Partnerships** – should the business engage with any external groups?

Improving Culture

Eliminating toxic behaviour is the key to improving culture. This can be done in a number of ways including:

- Education, training, workshops with managers, leaders and employees
- Round tables to discuss particular issues
- Storytelling
- Celebrations
- Regular culture reviews and resets
- Speaking up: creating clear communication channels and processes for issue spotting

Interrupting bias through the employment lifecycle including:

- Recruitment
- Reward and benefit, including pay
- Promotion
- Performance/appraisals
- In extreme cases, terminations

Relationship with Third Parties

- Due diligence checks with third parties, including suppliers
- Commercial agreements – ensuring they reflect the IDC strategy

Crisis and Risk Management

The process of organisational change and improvement needs to be managed sensitively. Risk can be heightened for a period of time until the changes are fully embedded and become normal.

As part of our Crisis Management offering, we assist and support organisations to identify, mitigate and respond to risk arising from:

- Informal complaints
- Increased reporting on hotlines
- Grievances and disciplinarys
- Whistleblowing
- Litigation
- Enquiries or investigations by Regulators including the SFO, FCA, Pensions Regulator, HMRC, PRA, CMA and HSE
- Equality and Human Rights Commission intervention
- Police and law enforcement involvement

Why Choose Fieldfisher's IDC Specialists?

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For many years Fieldfisher has assisted organisations on their IDC journey. There is no one size fits all. All organisations have unique reasons for seeking to change their approach to IDC, requiring the creation of specific strategies that align with their business aspirations. We understand that and offer tailored consultancy and legal services.

Our approach to diversity

Our multi-disciplinary team can help organisations in realising their objectives, whether it be by assisting them with the implementation of policies that are legally compliant, supporting them to meet the growing reporting requirements imposed by regulatory bodies, or ensuring data collection initiatives for diversity comply with privacy laws, in the UK or abroad.

We offer organisations practical, knowledgeable guidance so they can define their IDC goals and implement plans to reach them, while abiding by the law.

We have extensive experience of dealing with organisations in regulated areas. Our clients come from a range of industries, and we offer UK and international organisations advice on their domestic and multi jurisdictional projects.

Why are we inclusion innovators?

We bring together the expertise of our own IDC team with that of our specialist employment, regulatory, corporate, tech and privacy lawyers, to give a comprehensive, holistic solution, to the IDC concerns organisations face – we provide legal advice and consultancy services but also act as critical friends.

Culture

Employee loyalty, engagement and productivity are directly influenced by the organisation's culture.

Fieldfisher provides a number of techniques to improve culture. We are aware of the importance of having a strong, diverse leadership team, who can foster a better workplace culture and reduce the dangers of biased decision-making, whilst at the same time promoting business growth.

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