

ANNEX A

Scottish Government Intranet Article

'Championing diversity

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This year's People Survey results show that the Scottish Government is generally positive on inclusion and fair treatment, with a score of 80% for that theme this year.

This is welcome news and as we head into 2017 it is crucial that we build on the good work already underway and strive to create a more diverse organisation in every sense, maintaining our focus on extending that experience of inclusion and fairness to all of our colleagues.

This will include a refreshed approach to measuring success and more engagement with staff planned throughout the year.

There are a number of things people can do to get involved. This includes:

- complete your diversity monitoring information on eHR
- know your responsibilities and rights under the Equality Act 2010 to eliminate discrimination, to support others and to be supported
- grow your understanding – through learning activities or participating in the Different Perspective seminar series
- make a difference – by setting a meaningful diversity objective

Since 2012, senior leaders have been the champions of staff diversity networks, which enables colleagues to connect with and support each other and discuss any particular challenges they face in the workplace.

Last week Director General Communities, Sarah Davidson, joined the latest cohort of Diversity Champions as they shared their experience and ambitions for the role.

Sarah said:

"We need to see diversity as a priority outcome in all aspects of our work, and our diversity networks can help in making people feel welcomed and valued.

"Many of our senior civil servants have acted as Diversity Champions over the years, lending their support on our journey as an inclusive employer.

"The depth of the Diversity Champions' commitment to role modelling the behaviours and ways of working that we should all expect, no matter what our backgrounds or differences, is inspiring. I know that they will provide both strong voices and vigorous challenge where that is required."

Diversity in action

Amongst the current cohort of Diversity Champions is Lorna Gibbs, CEO Disclosure Scotland.

As the Diversity Champion for sexual orientation, marriage and civil partnership, Lorna has been working with the Smarter Workplaces team to embed diversity into the design principles that are shaping our buildings and facilities.

Lorna said:

"I went to a session on diversity charity Stonewall's Workplace Equality Index. The conversation turned to how organisations can show real tangible evidence that they are considering the needs of all of their staff and visitors, regardless of their gender identity.

"Gender neutral toilets inevitably came up and I decided that my diversity objective would be to include gender neutral toilets in the refurbishment plans for Atlantic Quay and Victoria Quay.

"This not only shows our commitment to meeting basic needs regardless of gender identity, but makes the best use of our limited space and increases the number of facilities that anyone can use."

These facilities are already starting to make an appearance on the third floor Victoria Quay and will be available in Atlantic Quay early next year – look out for the logo.'