



The Food Network for Ethical Trade (FNET)

WEBINAR: DIVERSITY, EQUALITY & INCLUSION THURSDAY 11TH NOVEMBER 2022

CONTACT SUZANNE@FOODNETWORKFORETHICALTRADE.COM



Competition Law Statement

“Today we are meeting to discuss the Food Network for Ethical Trade.

We take competition compliance seriously. Whilst discussions can cover matters of interest to our industry, we cannot discuss or exchange sensitive commercial information.

If at any time during this meeting, you think our discussions may be in breach of competition rules, please inform the Chair. The Chair may close the meeting at any time if she believes that discussions are in breach of competition law”

Agenda

Approximate timing	Item
14.00 – 14.05	Introductions and webinar objectives
14.05 – 14.20	What is Inclusion and why do we need it? Rosie Clarke, Head of Inclusion and Diversity Services (North) Inclusive Employers
14.20 – 14.30	Tesco, Diversity & Inclusion Toni McKay, Head of Diversity & Inclusion & Henry Gosling, Diversity & Inclusion Manager
14.30 – 14.40	Endless Inclusion: A D&I Journey – Coop & Dole UK Retail Karen Sharples, HR Director, Cole UK Fiona McKerrow, Ethical & Sustainability Manager, Dole UK Retail
14.40 – 15.00	Panel Discussion & Q&A
15.00 – 15.15	Breakout Discussion
15.15 - 15.25	Discussion summary
15.25 – 15.30	Additional resources: Hannah Newcomb, Stronger Together & Diversity in Grocery
15.30	Close

Making
inclusion
an everyday
reality

Inclusive
Employers



Who are Inclusive Employers?

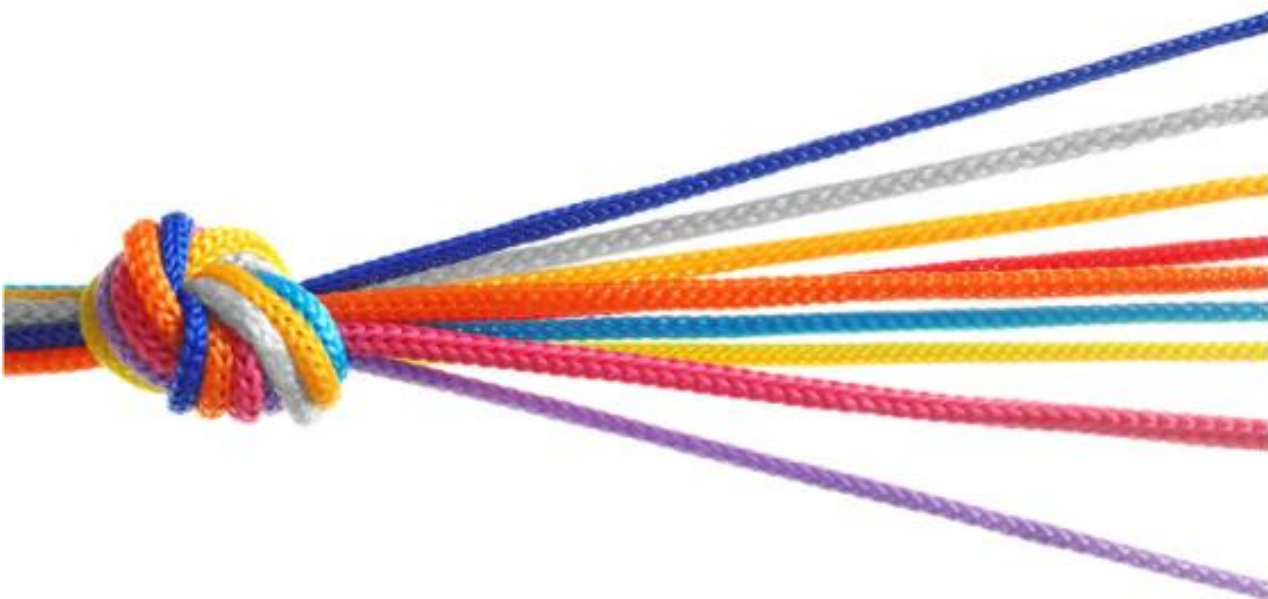


We are the first and leading I&D membership organisation

We are the founders of National Inclusion Week

We support over 400 member organisations to be more inclusive and diverse

We support employers to create inclusive workplaces that are representative of their communities, where all colleagues feel valued and can contribute their skills and ideas fully so that their organisation can prosper



What is inclusion and why do we need it?

Rosie Clarke (she/her)

Head of Inclusion and Diversity Services

Diversity

Everyone is individual and different



Equality

Equal access to opportunities



Inclusion

A sense of belonging; feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so that you can do your best at work.



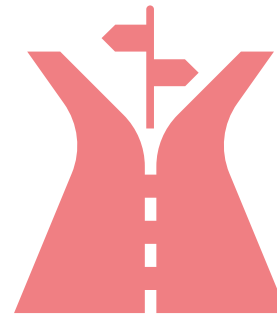
Why is inclusion important?



**Feeling
respected,
valued and
belonging**
↑70%



**Team
performance**
↑17%



**Decision
making**
↑87%



Collaboration
↑29%

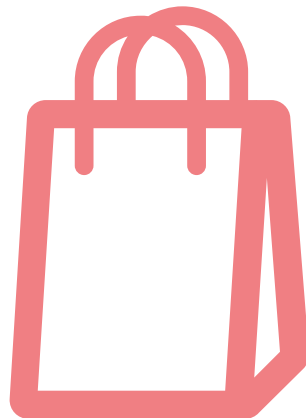
Customers care about inclusion too...



57% of consumers
are loyal to brands that
commit to inclusion



94% of Gen Z consumers
expect brands to take a stand
on social issues



34% of consumers consider a brand's
commitment to inclusion before making a
purchasing decision

Operating in a VUCA* world

*VUCA = volatile, uncertain, complex and ambiguous

“In a volatile and complex world, predicting the future with precision is a risky business. We can be sure, however, about four global mega-trends that are reshaping the environment and influencing business priorities”:

- **Diversity** of markets
- **Diversity** of customers
- **Diversity** of ideas
- **Diversity** of talent



To thrive, diversity needs inclusion & belonging



Everyone is
friendly

People
support each
other

It is safe to
discuss
difference

It is safe to
share ideas

Everyone's
voice is heard

We step in if
behaviour is
inappropriate

We don't
make
assumptions

People are
interested in
the different
experiences
of others

We are clear

We consider
the impact on
a range of
different
people in the
decisions we
make

We innovate
because we
are safe to
share ideas
and take risks

We recognise
the
contribution of
different
people to our
business

Making
inclusion
an everyday
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Inclusive
Employers



Tesco Diversity & Inclusion.

Toni McKay, Head of Diversity & Inclusion
Henry Gosling, Diversity & Inclusion Manager

17th November 2022

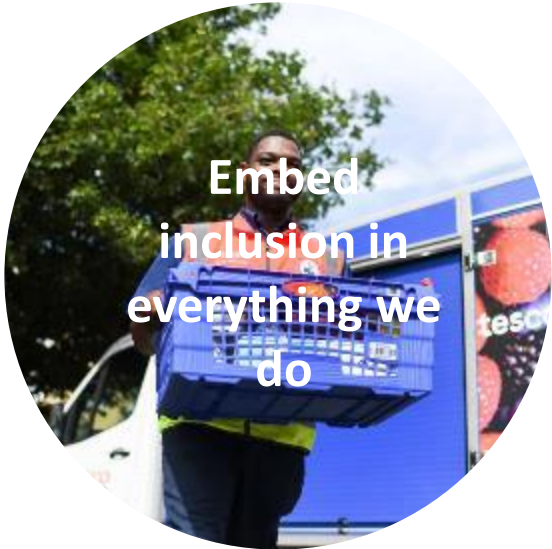


Our Aim- An Inclusive culture where everyone can get on.

Building an inclusive workplace and reflect the diversity of the communities we serve



Building an inclusive workplace with a sense of belonging, led by inclusive leaders who value diverse talent in their teams



Consciously inclusive across all colleague touchpoints, with fully inclusive people policies



Listening to and elevating diverse voices. Education and support for colleagues and communities

Target **35% female** **14% ethnicity**
(WL 4- 6 by 2025)

Disability Confident Leader
by **2023**

70%
This is Me participation (by end of 2022)

Colleague Networks



Thank you.

Endless Inclusion



A D&I Journey





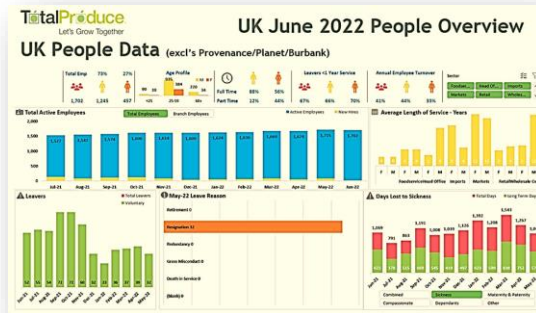
Total Produce UK Our Diversity & Inclusion Journey



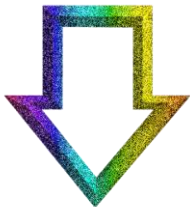
TótalPróduce
Let's Grow Together

Our Diversity & Inclusion (D&I) Journey

2021



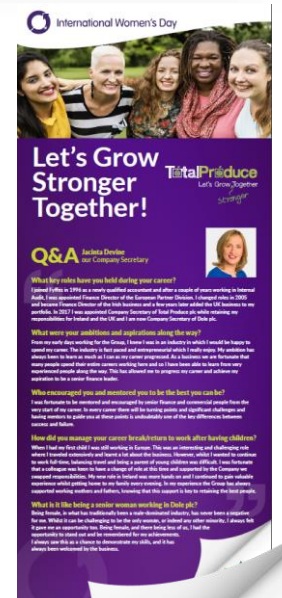
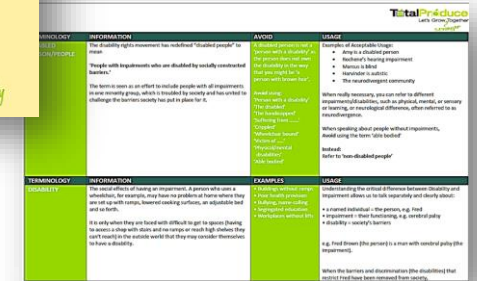
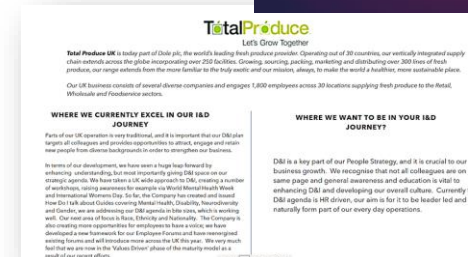
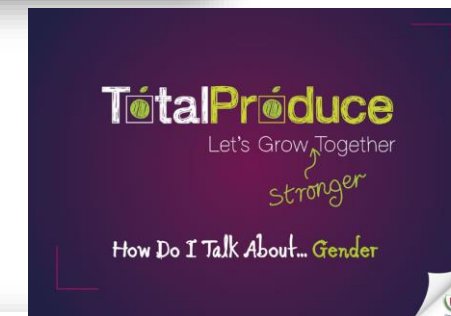
- Raised the profile of D&I at the top level
- Gained Leadership commitment
- Launched D&I Awareness Workshop/training leaflet
- Celebrated World Wellbeing Week, launched Mental Health and Wellbeing Policy and issued our first How Do I Talk About Guide
- Created our D&I focus areas and 4 year UK plan



2022

- Created and launched Mental Health Awareness Workshop
- Supported International Womens Day, issued second How Do I Talk About Guide
- Developed and implemented Agile Working policy
- Signed up to be a Co-op Endless Inclusion 'Buddy'
- Supported National Inclusion Week with focus on race, ethnicity and nationality and issued our 3rd How Do I Talk About Guide
- Developed and implemented an Unconscious Bias Workshop/training leaflet

We commenced our endless inclusion journey as Emerging, we now assess ourselves as Values Driven



Our 4 Year UK Diversity & Inclusion Plan

We want our people to come to work, feeling comfortable and confident to be their true selves, we all should feel included and valued, irrespective and, indeed because of, our differences

Year 1 - 2021	Year 2 - 2022		Year 3 - 2023	Year 4 - 2024
Firmly Cement D&I on the Agenda People Demographics Reporting: • Monthly/Quarterly UK Board • Monthly Sector Reviews Actively participate in the Co-op Endless Inclusion Group.	Mental Health • Mental Health & Wellness training • Engage Mental Health First Aiders	Age & Generation • Examine recruitment processes • Seek opportunities to promote the industry to all age groups. • positively target Early Career Hires	Age & Generation • Mentoring schemes in place to encourage sharing knowledge and experience	Review Review and measure our D&I journey: Do our employees feel included? Do our employees feel able to share their opinions? Are we openly talking about D&I across our businesses?
Promoting Positive D&I Behaviours Educate our colleagues: • D&I Awareness Training • How do I talk about Mental Health, Disability, Neurodiversity Guide.	Family • Commit & demonstrate flexibility in our working arrangements • Role model behaviour from the top	Awareness Workshops Develop and implement two online D&I Awareness Workshops	Religion or Belief • Provide safe spaces for religious reflection. • Celebrate the variety of cultures, customs and religious beliefs throughout the calendar year.	Leader Led D&I is lead by our executive team and driven by our managers across all businesses
Mental Health • Develop and implement new Mental Health and Wellbeing policy • Actively support World Wellbeing Week • Ensure access to resources and confidential support	Gender • Set the tone from the top • Raise awareness & educate via how do I talk about Guide	Campaign Support International Women's Day, Mental Health Awareness Week, World Mental Health Day and National Inclusion Week	Sexual Orientation • Raise awareness & educate, via how do I talk about Guide • Promote equality policies	Measurement Clear Metrics in place to measure progress and success
	Race & Ethnicity & Nationality • Seek ways to positively engage a more diverse group of people • Overcome language barriers • Be open to all cultures and their differences.			

Adopt a no tolerance policy towards any form of discrimination

Learnings & Reflections

Define the journey with the
ultimate aim of enhancing culture

**Gain leadership
commitment from the
outset**

Regular
communication –
start with an area
that resonates with
many

**Define D&I for your
business / break it down
into manageable projects**

Keep D&I alive, work at
your pace

**Work with
others, 'steal'
and share best
practice**



**Use the
commercial
influence to
leverage internal
support**

**Be brave and
take those bold
steps**

Ultimately D&I should be *Leader Led and an
integral part of your DNA*

Be patient, change is gradual. Not
everyone will join you, but don't see this
as a barrier

The Endless Inclusion Hub



‘Co-operating for a Fairer World Together’

The Endless Inclusion Hub

£2.34bn of our total food business, are joining us to 'cooperate for a fairer world' together!

140

Onboarded

Supplier partners in our community, who are active

163

Case Studies

45 supplier case study contributions are being 'stolen' with pride!

15,000+

Site visits

Utilising our self-assessment tool, commitment plans, case studies, culture hub, inclusion calendar and partnership buddy scheme

90%

Maturity Scale

90% of our founding partners have moved forward on the self-assessment maturity scale

1

Commitment

- Investment – Free at the point of access, so everyone can progress.*
- To cooperate for a fairer world together. For all our colleagues, customers and communities.*
- Embedded into the 2022, Supplier Partnership 'ways of working' guidelines*

Panel Discussion & Q&A



Breakout discussion questions

How does diversity, equity and inclusion form part of your work on human rights?

What are some of the challenges/opportunities on working within your company/supply chain on DEI?

What would be useful to support your work?



RRT RESPONSIBLE
RECRUITMENT
TOOLKIT.ORG

**FAIR AND EQUAL
OPPORTUNITY AND
TREATMENT**

Online training



- | Nombre | Audiencia | ¿Cómo se usa? | Estándar relacionado |
|--|---|--|----------------------|
| Política de Igualdad Laboral y No Discriminación | <ul style="list-style-type: none"> Empleadores Intermediarios laborales y reclutadores externos Contratistas | <p>Se puede usar esta plantilla para:</p> <ul style="list-style-type: none"> Crear una nueva política Revisar y actualizar su política existente <p>Se deben de modificar y rellenar el documento para adecuarse a las necesidades de su organización.</p> | 9 |
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POLÍTICA DE IGUALDAD LABORAL Y NO DISCRIMINACIÓN
- ### 1. DEFINICIONES
- Discriminación:** segregación, exclusión, restricción o favoritismo basados en **características personales**, tales como la apariencia física, la cultura, la discapacidad, el idioma, el sexo, el género, la identidad de género, la orientación sexual, la edad, el estado de salud, el embarazo, el estado civil, la religión, el origen étnico, la nacionalidad, la situación jurídica, la situación migratoria, las responsabilidades familiares, la opinión política, o cualquier otra característica prevista en la regulación laboral estatal y federal aplicable, o en otras normas internacionales en la materia que otorguen el máximo grado de protección a la trabajadora, al trabajador, o a la persona en búsqueda de empleo.
- Trato justo e igualitario:** trato correcto y razonable hacia una persona, libre de sesgo y de discriminación. Ofrecer oportunidades y trato justos e igualitarios significa que las decisiones con respecto a una persona trabajadora deben basarse en su capacidad para desempeñar una función, no en alguna característica física, el nepotismo, u otros criterios de selección injustos. Es posible que deban adoptarse medidas positivas para garantizar un trato justo e igualitario, y prevenir o compensar desventajas, discriminación o sesgos.
- Violencia y acoso:** conjunto de comportamientos y prácticas inaceptables, o de amenazas de tales comportamientos y prácticas, ya sea que se manifiesten una sola vez o de manera repetida, que tengan por objeto, que causen o sean susceptibles de causar, un daño físico, psicológico, sexual o económico, e incluye la violencia y el acoso por razón de género.



stronger together MÉXICO

VISIÓN Y PROPÓSITO

Stronger Together México ofrece herramientas y apoyo para fortalecer un sistema de migración laboral más equitativo en los sectores de agricultura de los estados Unidos en México y entre México y Estados Unidos mediante el aumento de la implementación de buenas prácticas del sector privado en los procesos de contratación responsable y gestión laboral.

Stronger Together México ofrece herramientas y apoyo a las empresas que contratan y emplean a trabajadores agrícolas para equitativos e implementar y demostrar un desempeño sólido en la contratación responsable. Stronger Together México está colaborando con organizaciones en México y los EE. UU. para crear conciencia, motivación y la capacidad México para abordar el reclutamiento responsable.

OPORTUNIDADES PARA PARTICIPAR

Los proveedores de mano de obra, los empleadores y otras partes interesadas están invitados a participar en el reclutamiento responsable y otros:

- la identificación, promoción y trabajo con las empresas que demuestran buenas prácticas en el reclutamiento responsable y otros.
- El uso y la difusión de los materiales y herramientas de orientación empresarial gratuitas que brindan los buenos prácticas que se pueden tomar para implementar, administrar y supervisar la contratación responsable y las buenas prácticas laborales.

HAGA CLIC AQUÍ para recibir actualizaciones y las últimas noticias sobre el proyecto o envíe un correo electrónico a mexicoinfo@strongertogether.org

Stronger Together México es un miembro de Periplo, impulsado por Fundación Ayni y apoyado a través de una subvención de la Fundación Wladimir Periplo es un proyecto colaborativo que tiene el objetivo de contribuir a la creación de un sistema de migración laboral más equitativo en los sectores de agricultura de los Estados Unidos agrícolas en México y entre México y Estados Unidos, para proteger los derechos humanos de los y las trabajadoras agrícolas migrantes.



PERIPLO
CONSTRUYENDO JUNTOS

ACERCA DE STRONGER TOGETHER

Stronger Together es una organización de múltiples comunidades de tierra y comunidad e ingresos que apoyan al sector privado o mejor los riesgos de sectores forrados y gana equitativa. Stronger Together trabaja en los Estados Unidos y en México, así como en la gestión de demanda de reclutamiento responsable y el apoyo a través de las instituciones migratorias en la agricultura. Así se logra a través de educación, capacitación, recursos y redes empresariales de colaboración.

México: www.strongertogether.org/mex

ACERCA DE FUNDACIÓN AYNÍ

Ayni es una Fundación latinoamericana que promueve la sostenibilidad a través de procesos colaborativos, generando impactos positivos a gran escala. Para cumplir su misión, Ayni trabaja con el sector empresarial y Ayni, se fines con la agenda 2030 de las Naciones Unidas, involucrando a la comunidad del cultivo del presente y el bienestar de las personas. Ayni es un proyecto colaborativo que fortalece los sectores que promueven la dignidad humana, equidad, sostenibilidad ambiental y de nuevas generaciones.

México: www.ayni.org

VI0021

**stronger
together**

Resources

Diversity in Grocery summary film

<https://vimeo.com/763777691>

An overview of resources will be circulated after the webinar and uploaded to the FNET website

Contact Suzanne@foodnetworkforethicaltrade.com for more information



THANKS