

SYSTEM LEADERS: Key Takeaways to get us there!

1. Include Global Majority colleagues at your top table

Not as a token, and truly engage with difference as you will see the ripple effect in your organisation.

You will see problems and solutions from a varied lens.

Remember the golden thread of disproportionality in outcomes for our children.

2. Pound the table for Global Majority colleagues

Use your social networks and name drop for them or agencies will.

The real need for a thriving permanent workforce that is valued and elicit loyalty.

3. Walk the difficult path

Be authentic, credible and intentional about inclusion and equity (its not just about shoes for all, but shoes that fit- for all).

Racism is real. (Please don't let the fear of getting it wrong get in the way). Clumsiness will happen, allow for vulnerability and allow the same for your global majority colleagues as this provides psychological safety in organisations.

The link to staff well being when we move away from blame.

4. Share your good examples

Use critical friends like the Leadership in Colour reference group as your critical friends, lets learn together.

Please go above and beyond coaching and mentoring- start sponsoring!

The link to reshaping the system, challenge the status quo rather than locating it in individuals - especially Global Majority to fit into the system.

<https://www.youtube.com/watch?v=wPjszYk9-hA>

So, what now?

- What is the one thing that you can commit to doing differently?
- And if you did that, what would people notice about you and your organisation?

