



October 2021 – Communications & Events Update for BITC Members

Developing a skilled and inclusive workforce

In October 2021 we focus on supporting our members to develop a skilled and inclusive workforce, with a particular focus on ways responsible businesses can:

- Learn and take action on race at work, by discovering the findings from the **Race at Work 2021 Scorecard Report** (released 12 October 2021), based on the results of the Race at Work Survey 2021, delivered in partnership with YouGov and sponsored by KPMG, the Co-operative, Enterprise Rent-A-Car, Shell UK and Sainsbury's.
- Be part of **The Times Top 50 Employers for Women 2022**, by joining [a special pre-launch event on Wednesday 20 October @ 10:30 – 11:30](#).
- Review your policies and practices in your approach to **menopause at work**.

Key diary dates for October

There are a range of key dates in October during which BITC, and many members, will be engaging with the themes of health and wellbeing on social media. These include Black History Month (**throughout October**); World Mental Health Day (**10 Oct**); Malnutrition Awareness Week (**5-11 Oct**), National Work Life Week (**12-15 Oct**), World Menopause Day (**18 Oct**), Show Racism the Red Card Day (**22 Oct**); United Nations Day (**24 Oct**); National Mentoring Day (**27 Oct**).

Staying connected and up to date

For all the latest information throughout October, be [sure to sign up to MyBITC](#), our new exclusive online member area. Using **MyBITC**, you can access all the latest resources, sign up for member-exclusive events, and tell us your preferences so that you receive a tailored online experience which highlights the Responsible Business issues most pertinent to you. [This short guide provides all the information you need to get started](#).

And if you don't already, please follow us on [Twitter](#) and [LinkedIn](#), or [subscribe to our Newsletter via our website footer](#), for all the latest Responsible Business insights.

Towards the end of October, the latest edition of **The Lens Responsible Business Podcast** will feature a conversation between Giancarlo di Vece, President and CEO of Unosquare, and Jonny Jacobs, Finance Director at Starbucks. You can [stay up to date with The Lens via LinkedIn](#).





Advice and guidance to help you develop a skilled and inclusive workforce

BITC's [expert Inclusion Advisers](#) are passionate about increasing levels of diversity and inclusion with organisations of all sectors and sizes, and have a sound understanding of the challenges faced by employers. Using a needs-led approach, you can work with us to meet your unique ambitions to create workplaces where everyone can thrive. To find out more, contact advisory@bitc.org.uk

As a member of BITC, you also gain free access the [Responsible Business Tracker®](#), a measurement tool providing a thorough baseline assessment of your responsible business journey, helping to inform areas for improvement and areas of strength. [You can read more about how the Tracker can support you to take action on diversity and inclusion in this blog](#). If you'd like to explore further how the Tracker can support you, please talk with your Relationship Manager.

Resources available for members this September

A summary of this month's content and resources to help you drive positive action on diversity and inclusion is below:

- The **Scorecard Report: Race at Work 2021** will launch, providing members and the public with insights into the results of the 2021 Race at Work Survey, and updated recommendations to support you to take appropriate action on race at work. This year's survey was the biggest yet, with 24,638 responses, and 24,950 of those respondents adding valuable additional comments. A huge thanks to all members for your participation in the Survey.
- Supporting the report launch, and coinciding with Black History Month, **Race Equality Director Sandra Kerr CBE** will share a blog reflecting on the continued urgent need for employers to take concerted action on race at work.
- BITC's Race Equality Team will share briefing papers to help members to meet the latest Commitments of the **Race at Work Charter**.
- A new case study will focus on how global management consultant firm **Bain & Co** is approaching equal parental leave policies and practice to create a fairer workplace. Additional case studies released this month will outline ways in which **PwC** and **McKinsey** have been supporting employee wellbeing during times of change and uncertainty, and a case study booklet will present best practice examples of employers supporting colleagues during menopause.
- **A new blog, released on World Menopause Day** (18 October), will raise awareness of menopause at work, and shine a light on ways in which employers can support people.
- A new blog will provide details of NatWest Group's support for SMEs, helping them to recover and respond to the COVID-19 pandemic.



This month's diversity and inclusion events and networking opportunities

- [Cross Organisational Mentoring Circles: 8th Cohort Close](#), Tue 5 October @ 16:00 - 17:00, *Invitation only*
- [Inclusive Recruitment: Ban the Box and your business](#), Thu 7 October @ 14:00 – 15:30, *Free to all BITC members*
- [Manifesto for Action: Race Equality event](#), Tue 12 October @ 10:30 – 12:30, *Free to all*

Join Baroness McGregor-Smith, Lord Simon Woolley, Sir Kenneth Olisa, Sandra Kerr CBE, and other distinguished guests at our Manifesto for Action – race equality event on 12 October 2021 live-streamed from the BT Sport Studio hosted by Clare Balding OBE, Ugo Monye and Adrian Joseph OBE.

By joining us on October 12 you can uncover how attitudes, policies and behaviours have shifted since the publication of the McGregor-Smith review, and mark the launch of Business in the Community (BITC)'s Race at Work 2021 Scorecard Take Stock and Take Action Report.

- [Responsible Business in Wales: diversity and inclusion](#), Tue 12 October @ 14:00 – 15:00, *Free to all*
- [The Times Top 50 Employers for Women 2022: pre-launch](#), Wed 20 October @ 10:30 – 11:30, *Free to all*

The Times Top 50 Employers for Women is the most comprehensive, competitive and well-established benchmark for workplace gender equality in the UK. Join this session to learn how to apply for the 2022 list. The webinar will cover:

- What The Times Top 50 Employers for Women list is, and how it drives change
- Who can apply, and details on the application and assessment process and relevant timelines
- Costs of inclusion in The Times Top 50 Employers for Women supplement
- The support available for Business in the Community (BITC) members
- [Effective Allyship in the Workplace](#), Tue 26 October @ 14:00 – 16:00, *Invitation only*

This peer learning forum will provide members with a thorough understanding of the fundamentals of allyship in the workplace through best practice examples; help to review the effectiveness of existing allyship programmes and education; and the opportunity to think intersectionally when considering allyship.



Other events and networking opportunities for members this October

No matter where you're based, BITC's events calendar is packed full of webinars and other opportunities to build your networks and discuss the latest topics in responsible business.

Strategy and Purpose

- [BITC Cymru Responsible Business Broadcast](#), Tue 5 October @ 10:00 - 10:30, *Free to all*
- [Company Purpose and COVID-19: reflecting on the pandemic](#), Thu 8 October @ 10:30 – 12:00, *No charge for BITC members with pre-paid strategy and purpose advisory days*
- [The role of NEDs in embedding responsible business](#), Mon 18 October @ 16:00 – 17:30, *Invitation only*

Health and Wellbeing

- [Wellbeing Champions' Forum: What if your job was good for you?](#), Wed 13 October @ 14:00 – 15:30, *Invitation only*
- [Peer Learning Forum: Exploring Men's Mental Health in the Workplace](#), Tue 19 October @ 10:00 – 12:00, *Invitation only, for members w/ Advisory days in gender and/or wellbeing*

Healthy Environment

- [North East Climate Action Roundtable](#), Thu 14 October @ 08:00 – 09:30, *Invitation only*
- [Business & Nature: Building Climate Resilience in the North West](#), Thu 14 October @ 14:00 – 16:30, *Invitation only*
- [London and South East: C-Suite climate action roundtable](#), Tue 19 October @ 11:30 – 13:00, *Invitation only*
- [East of England Climate Change Summit for C-Suite Business leaders](#), Thu 21 October @ 08:00 – 09:30, *Invitation only*

