



Represent & Network



Networking is a great way to share advice, experiences and knowledge and provides a framework for actions that would help to build an inclusive culture within the industry.

This can help promote a more equal representation across occupational groups within the company.

Your Toolkit

- Establish the business case for a network in your organisation. This should include benefits to the business and not just to employees
- Utilise the networks to help address work issues by communicating with them.
- Enhance employee-employer relationship by showing support for under-represented groups.
- Help deepen employee understanding of wider business and strategy through the sharing of knowledge and experiences between all colleagues from a variety of backgrounds.

Case study

EDF has a subsidised women's network that has been running since 2009, which provides one-to-one mentoring, career-development programmes and regular coaching events for all women working as part of EDF Energy. This has resulted in more and more people taking an active role in creating a culture of equality at work.

Best Practice

- Tips for organisations thinking of setting up employee networks (Stonewall's Guide to Network Groups) - https://www.stonewall.org.uk/sites/default/files/network_groups.pdf
- How to improve board diversity: a six step guide to good practice – <https://www.equalityhumanrights.com/en/advice-and-guidance/how-improve-board-diversity-six-step-guide-good-practice>