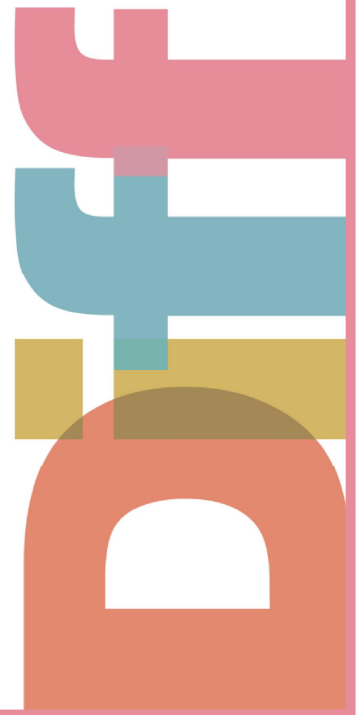




The Diversity & Inclusivity Finance Forum Membership Pack

2021-2022 Membership Year





About DIFF

The Diversity & Inclusivity Finance Forum is an important gathering of influential industry peers in an inclusive network which aims to discuss and promote key ideas and activities to create a more balanced and fair mortgage industry.

The forum creates an environment designed to increase diversity and inspire inclusion; to help everyone feel supported within the business community regardless of race, ethnicity, gender or sexual orientation; to ensure everyone's hard work and ambition are rewarded with success; to promote learning and offer a valuable networking space.

A balanced workforce is good for business – it is good for customers, for profitability and workplace culture, and we hope this series of events will provide the platform for positive change.

The forum is split into two membership tiers: leadership and executive.

Leadership Membership

The overall objective for this group is for members to be inspired, broaden their understanding and enhance their skills to become advocates for entrenching balance, diversity and inclusion in the mortgage market.

Each event features speakers from within the industry and parallel industries. Innovative thinkers and success advocates. Our hope is that each member will acquire new skills, grow in confidence, resilience and credibility to assert influence in their organisations and the wider market, and to lead change and empower colleagues.

Executive Membership

Members will benefit from a developmental programme to help them understand what they should expect from a diverse and inclusive workplace, how to navigate diversity conversations with key stakeholders and how they can instil an inclusive culture in their teams and colleagues where everyone feels valued and understood. The sessions will ensure we build a community that helps members to collaborate, inspire each other and take ownership of positive change within their business. These events will provide access to innovative speakers, topics and industry experts.

We aim to build a networking framework that generates support, advice and ideas for members to promote diversity within their organisation and enable a pathway for diversity to succeed.

Our principles



- 1. Diversity and Inclusion is good for business.** This is not just a crusade to make yourself feel better or to tick a box that confirms you are doing the right thing. It is proven that a business that is diverse and inclusive is more productive, more creative and more profitable. Recent studies from Boston Consulting Group and McKinsey & Company suggest at least 20% more profitable. Diversity in staff leads to broader thinking, a diversity of attitude, different views and more creativity. It positively impacts the bottom line and therefore we need diversity and inclusivity to thrive.
- 2. Attracting diverse talent to the mortgage market.** We must improve the base from which we are inspiring people of all gender, race, ethnicity, sexual orientation and any other minority groups into the market. The mortgage industry is an interesting, varied and rewarding industry to work in, and we need to do more to broaden the reach into diverse communities, , show them the opportunities available and provide a supportive route to the top.
- 3. Being authentic and bringing your whole true self to work.** Leaders need to create a work culture and framework that allows and encourages all employees to be themselves. We want everyone to respect themselves, respect each other and have a support framework in place that embraces diversity and difference. Employees of all levels should know what good looks like and what a supportive work environment should feel like.
- 4. Trailblazers.** Role models of all gender, race, ethnicity, sexual orientation and any other minority groups provide an important mechanism to inspire change. Trailblazers will educate and inform individuals or groups to provide a more rounded view of the challenges and opportunities of setting the right diversity and inclusivity agenda. They will be given the platform to be more visible and inspire more participants of all gender, race and ethnicity to get the recognition they deserve.