

# Inclusion, Diversity, and Outreach

**In DE&S, diversity and inclusion is about ensuring that no matter who you are, where you come from, or how you think – you feel safe and supported**, without barriers, to be yourself and the best you can be. We believe that only a diverse workforce can bring the talent and qualities that will help us be successful and we're committed to creating an inclusive environment where all our employees can thrive.

The Inclusion, Diversity and Outreach team provides advice and guidance on these issues, helping us to apply the Equality Act 2010 and the Public Sector Equality Duty. We promote positive recruitment practices, social mobility initiatives and outreach programmes to attract the best skills and thinking from all parts of society.

We also run a number of networks and have champions and initiatives across the organisation to ensure that the needs of all employees – regardless of age, race, religion, gender, marital status, sexual orientation, disability or any other dimension of diversity – are considered. These include:

**Pride** - the network for LGBT staff and straight allies

**The MCC (Multi-Cultural Community)** – for people from diverse ethnic and cultural backgrounds

**Disability Network** – for people with a range of disabilities, including hidden disabilities and mental and physical impairments

**Carers and Parents** – for people with caring responsibilities

**Neuro-diversity Network** – for people who think in diverse ways, including people on the autism spectrum and those with dyslexia or dyspraxia

**Next Generation** – for young people in DE&S

**Women's Network** – working for gender equality and supporting women in the workplace



## How can you find out more?

You can email us at:

**DESHR-Inclusion@mod.gov.uk** for D&I queries

**DESHR-Outreach@mod.gov.uk** for outreach queries

## How can you get involved?

You can join a network, volunteer for outreach activity, or simply ensure that in your day-to-day actions you're always mindful of diversity and inclusion principles. This includes conducting impact assessments (which we call inclusive decision making analysis) when you're making decisions. Completing your personal data on HRMS when you join is also important to help us monitor trends.