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## The New Normal – Evolution or Revolution?

Charlotte Sweeney FCMI  
Diversity and Inclusion Expert, Author

07 November 2016



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## Inspiring the Future

- [https://youtu.be/kJP1zPOfq\\_0](https://youtu.be/kJP1zPOfq_0)



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## Demographic Shift

- <https://youtu.be/AiQxsO3Mweo>



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## Demographic Shift

- 16% of UK working age people have a disability
- Approx. 5 - 7% of the population identify as LGB
- BAME – 14% of UK population (est. over 30% by 2050)

## Government / Regulator Shift

- Gender Pay Gap Transparency
- Women in Finance Charter
- FRC and FCA requirements
- International Reach – US and Japan

Corporate  
governanceLegal & General gets tough on all-male  
boards with warning to FTSE-100 firms

Powerful fund manager says it will vote against chairmen of boards with no women after deadline for executive diversity

Simon Goodley,  
Jill Treanor and  
Jennifer Rankin

Thursday 10 October  
2013 22.10 BST



This article is 3 years old

Shares 14 Comments 15

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Out in the cold: Royal Bank of Scotland is one of the quarter of FTSE-100 companies with no women on their executive committees. Photograph: Andrew Winning/Reuters

One of the City's biggest fund managers - Legal & General - has warned that it will vote against the chairman of any FTSE 100 company that persists with an all-male board after the government's two-year deadline for board diversity.



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## Impact on Bottom Line

- Inclusion boosts employees' ability to collaborate by **42%** (Deloitte)
- ...Innovation by **83%** (Deloitte)
- Organisations with Inclusive Leaders are **45%** more likely to increase their market share (Opportunity Now)
- **85%** of CEO's say their D&I Strategy has improved their bottom line (PwC)



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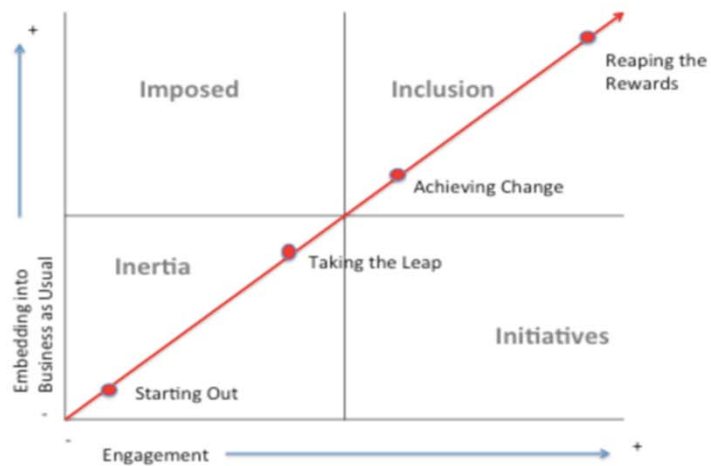
## Markets

- LGBT market estimated **at £6 billion** per year in the UK
- Women are the driving force behind over **70%** of household purchases
- Purple Pound estimated at **£212 billion** per year
- Silver Pound estimated at **£320 billion** per year and hold  $\frac{3}{4}$  of financial wealth

## However....



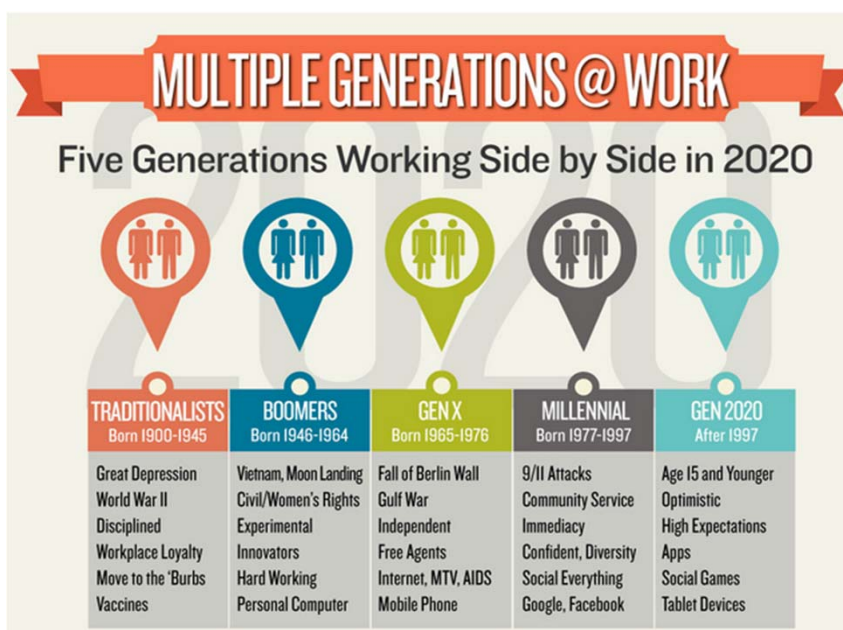
## The STAR Framework



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## Millennials and Older Workers Have Many of the Same Career Goals

### PERCENTAGE OF RESPONDENTS WITH THE FOLLOWING LONG-TERM GOALS

	Millennials	Gen X	Baby Boomers
Make a positive impact on my organization	25%	21%	23%
Help solve social and/or environmental challenges	22	20	24
Work with a diverse group of people	22	22	21
Work for an organization among the best in my industry	21	25	23
Do work I am passionate about	20	21	23
Become an expert in my field	20	20	15
Manage my work-life balance	18	22	21
Become a senior leader	18	18	18
Achieve financial security	17	16	18
Start my own business	17	12	15

SOURCE IBM INSTITUTE FOR BUSINESS VALUE, 2014

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**Older people**  
On reflection

## And the verdict is ... guilty of ageism

Patrick Collinson

Once you pass 70 you cannot serve on a jury, meaning Britain's courts are losing the benefits of a wealth of knowledge and skills

Saturday 20 August 2016  
07:00 BST

Shares 116 Comments 321

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Are the issues in court cases too complex for minds such as Joan Bakewell's? Photograph: BBC

Every week Joan Bakewell and panellists wrestle with real-life medical and clinical issues on Radio 4's Inside the Ethics Committee. Yet Bakewell is for ever banned from serving as a juror in a court case.



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You are here: [Home](#) > [Arranging a funeral](#) > [Religious funerals](#)

## Religious funerals

### Bereavement and belief

Faiths, beliefs and cultural practices form a fundamental part of the lives of many people in the UK today. These beliefs and practices often become more significant at times of personal crisis and isolation such as during illness, and when faced with bereavement.

In the UK today we live in a diverse society and although there is an awareness of different cultures, faiths and beliefs many generalisations are made which can be misleading.

Throughout the world the cultural, social and religious backgrounds of people can vary considerably as can their personal convictions and lifestyles.

In order to provide a culturally sensitive funeral service, an informed understanding of the varying beliefs and values of individuals is essential.

We are glad to work with people from any faith and background and your local Funeral Director will be able to give you more detailed information when you speak to them.

### What to do when someone dies

If someone has died and you need immediate assistance please contact your local Funeral Director or contact us on the details below. We are here to help and support you.

Call us on:  
**0800 088 4883**

or [Contact us](#)

### Find out more about our services

We can send a brochure to your home or you can download a PDF

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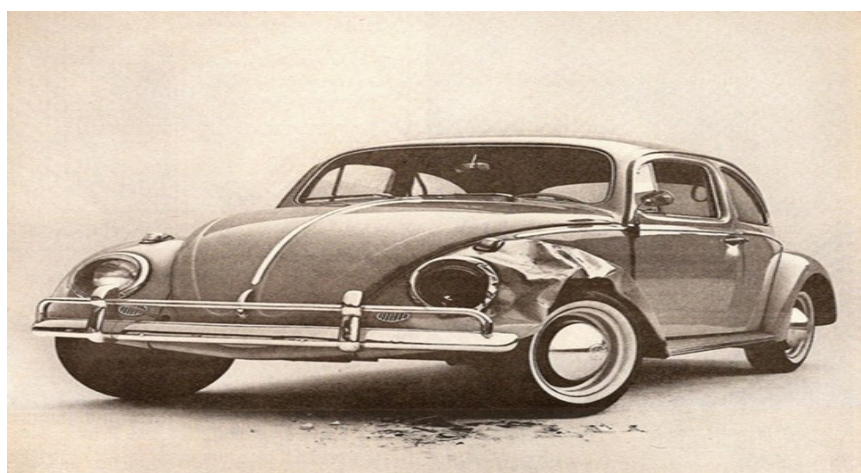
- <https://youtu.be/UrvaSqN76h4>



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**Sooner or later, your wife will drive home  
one of the best reasons for owning a Volkswagen.**

Women are soft and gentle, but they hit things.  
If your wife hits something in a Volkswagen, it doesn't hurt you very much.  
VW parts are easy to replace. And cheap. A fender comes off without dismantling half the car. A new one goes on with just ten bolts. For \$24.95 plus labor.

And a VW dealer always has the kind of fender you need. Because that's the one kind he has.  
Most other VW parts are interchangeable too, inside and out. Which means your wife isn't limited to fender smashing.  
She can job the hood. Graze the door. Or bump off the bumper.

It may make you furious, but it won't make you poor.  
So when your wife goes window-shopping in a Volkswagen, don't worry.  
You can conveniently replace anything she uses to stop the car.  
Even the brakes.



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HOME &amp; CONTENTS

TERM LIFE

WEDDING

TRAVEL

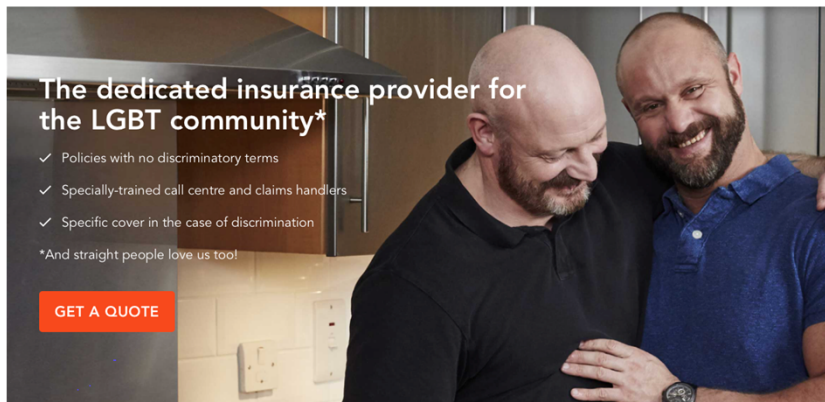
PET

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\*And straight people love us too!

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AS SEEN IN

theguardian

attitude

FINANCIAL TIMES

CITYA.M.



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- <https://youtu.be/u8jSpOLowYM>

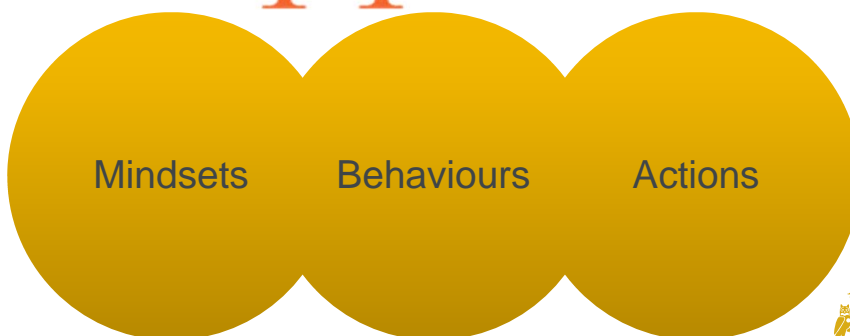


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# shift happens!



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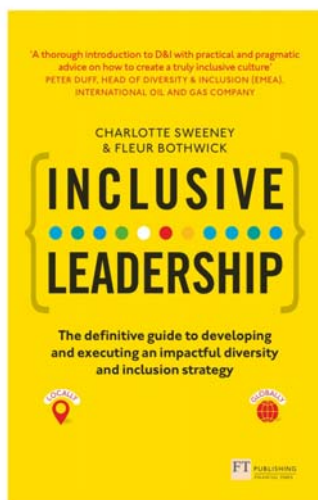
## So...where are you?



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