

Consultation response form

Consultation title	Ofcom Diversity and Inclusion Programme 2018-2022
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Representing	Diversity Adviser role
Organisation name	Business in the Community

Question 1: What are your views on Ofcom's Diversity and Inclusion Programme?	Confidential? N Programme is robust and inclusive. I wonder how managers will be held accountable to ensure the programme achieves its objectives.
Question 2: To what extent do you believe that our approach will promote diversity and inclusion within Ofcom and in the sectors, we regulate?	Confidential? – N To some extent, as above, unless recruitment teams; line managers and leadership are held to account through performance appraisals; diversity objectives and reward, I think that this approach will achieve partial results.

Question 3: Are there any additional objectives that you feel Ofcom should include in its Diversity and Inclusion Programme?

Confidential? – N

- Consider Inclusive Leadership to strengthen and embed unconscious bias training.
- Consider regular unconscious bias refreshers during periods of recruitment, appraisals and talent management processes.
- Go beyond encouragement and consider setting targets for broadcasters with which they can be held to account.
- Consider the outcomes of the programme i.e. what steps will be put in place to ensure that mentees who wish to progress are supported and/or guided to advance their careers.
- Consider how you will measure the impact of the reciprocal mentoring initiatives i.e. does this lead to a more diverse workforce and/or diverse teams or change organisational culture.
- Consider external programmes that may aid the development of under-represented groups.
- Consider setting diversity objectives for senior leadership or hold them to account through performance appraisal.
- Consider new recruitment partners where Ofcom's current suppliers are not providing diverse candidates shortlists.