

Why Authenticity Matters for Diversity & Inclusion



Resource Groups Podcast featuring
Antoinette Boateng
Hosted by Dr. Jonathan Ashong-Lamptey

Who is Antoinette Boateng?

Antoinette is a
Global Inclusion
Specialist
at Aviva Insurance

Antoinette is a
15 year veteran of the
"people" space

Antoinette has
experience of
Talent Management,
Engagement & Policy

Top 10 items covered

TOP TEN ITEMS COVERED

#1. Why Diversity & Inclusion is a “small crowd” and why this causes problems

TOP TEN ITEMS COVERED

#2. Why forward thinking organisations don't just "throw money" at their inclusion challenges

TOP TEN ITEMS COVERED

#3. The urgent need for minority groups to directly engage allies from outside of their group

TOP TEN ITEMS COVERED

#4. How gender based interventions benefit a homogenous group of people

TOP TEN ITEMS COVERED

#5. The diversity issues that contributed to “that” infamous Pepsi campaign

TOP TEN ITEMS COVERED

#6. Antoinette's
experience of
establishing employee
resource groups

TOP TEN ITEMS COVERED

#7. The difference between an individual being well positioned and being a role model

TOP TEN ITEMS COVERED

#8. Why Authenticity matters for Diversity & Inclusion

TOP TEN ITEMS COVERED

#9. Why ethnic based employee resource groups are not supported as much as gender based groups

TOP TEN ITEMS COVERED

#10. The vital question
Antoinette asks
whenever she starts a
new role or opportunity

Top 10 takeaways

TOP TEN TAKEAWAYS

#1. Diversity & Inclusion
in the UK needs to
attract new voices and
new people

TOP TEN TAKEAWAYS

#2. An intersectional understanding of individual experiences is required to promote diversity in the workplace

TOP TEN TAKEAWAYS

#3. Open dialogue is crucial for progress regarding race and ethnicity at work

TOP TEN TAKEAWAYS

#4. Do not assume that
well positioned
individuals are
automatic roles models

TOP TEN TAKEAWAYS

#5. Launching an
employee resource
group can lead to little
“wins”

TOP TEN TAKEAWAYS

#6. Employee resource groups can be used to provide accountability and advocacy for their members

#7. Organisations are developing more nuanced and sophisticated ways to address diversity and inclusion

TOP TEN TAKEAWAYS

#8. Employee resource groups can be used to engage staff early in their employee life cycle

TOP TEN TAKEAWAYS

#9. An effective employee resource group can create big “wins” for a company

TOP TEN TAKEAWAYS

#10. A lack of authenticity may hinder efforts to develop an inclusive workplace

Top 3 Quotes

TOP THREE QUOTES

“Inclusion is a small crowd and that’s part of the problem”

TOP THREE QUOTES

“We’ve spent years with women talking to women about women and that’s the reason we haven’t really progressed”

TOP THREE QUOTES

“It’s just smart working,
I call it intelligent
working to have a 360
view”

Top 3 Action Items

TOP THREE ACTION ITEMS

#1. Reconsider how
diverse your inclusive
interventions are

TOP THREE ACTION ITEMS

#2. Introduce policy to encourage inclusive change

TOP THREE ACTION ITEMS

#3. Analyse your processes through an inclusive lens

**Please share if you
found this useful**

**I want to make sure I provide something that
you think is useful**

Click here to feedback

resourcegroups.com