



ATALIAN
SERVEST

The Impact of Social Value and Diversity & Inclusion.



IMPACT AWARDS 2021



The Journey

August 2019

Diversity Research
Board Sponsorship



The Journey

August 2019
Diversity Research
Board Sponsorship

52%

Female

48%

Male

27%

of our colleagues
identified as white

73%

Non-white



The Journey

August 2019
Diversity Research
Board Sponsorship

18%

Female

82%

Male

98%

of our colleagues
identified as white

2%

Non-white



The Journey

August 2019
Diversity Research
Board Sponsorship

October 2019
Strategy Outline



10% of colleagues in bands 1 - 4 to identify as an underrepresented demographic



30% of colleagues in bands 1 - 4 to be females



Achieve the 'Disability Confident' accreditation



Sign & adhere to the RaWC



100% of managers to have Diversity & Inclusion training



100% of managers to have Mental Health training



Recognised as an equal opportunity's employer by our colleagues



The Journey



August 2019
Diversity Research
Board Sponsorship

November 2019
D&I Initiative

October 2019
Strategy Outline

OPPORTUNITY
RELEASE YOUR POTENTIAL



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Strategy Outline

February 2020
ONE & Opportunity
launch event



The Journey

August 2019
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Board Sponsorship

November 2019
D&I Initiative

March 2020
Global events –
COVID-19 & rise in
hate crimes.

October 2019
Strategy Outline

February 2020
ONE & Opportunity
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The Journey

August 2019
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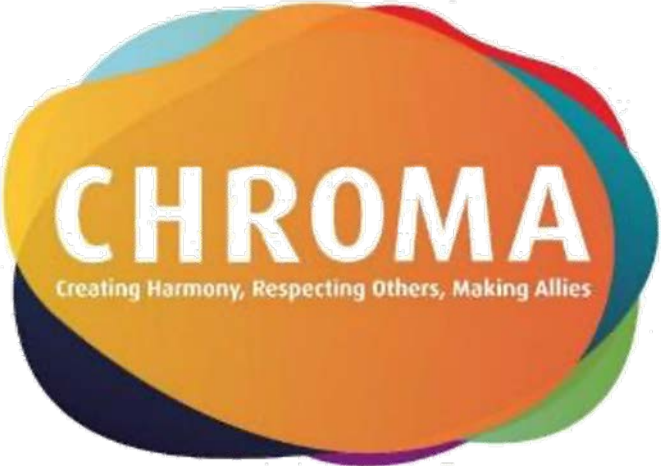
November 2019
D&I Initiative

2020
Global events –
Covid & BLM

October 2019
Strategy Outline

February 2020
ONE & Opportunity
launch event

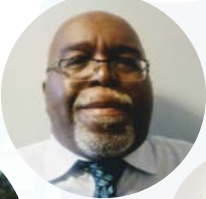
September 2020
CHROMA Expansion



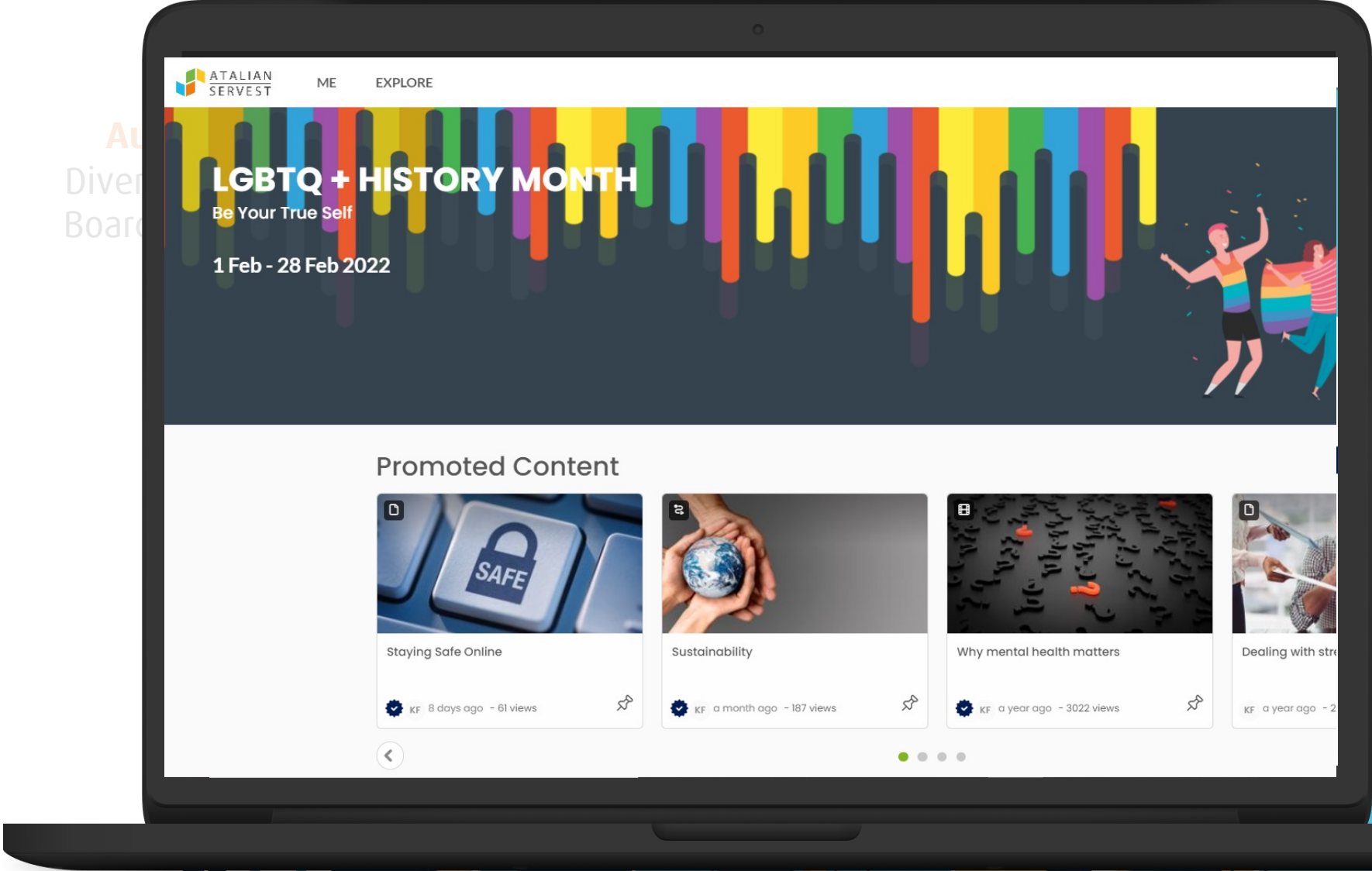
Hearts and Minds

August 2019
Diversity Research
Board Sponsorship

HROMA



The Journey



March 2021
Learning Experience
Platform Launch

2020
ch



The Journey



ME EXPLORE

Points 518

REMINDER: MANDATORY TRAINING

Please make sure all Mandatory training is completed

1 Jan - 31 Jan 2022

IMPORTANT REMINDER !

67%

Of our workforce have engaged with content

114

courses

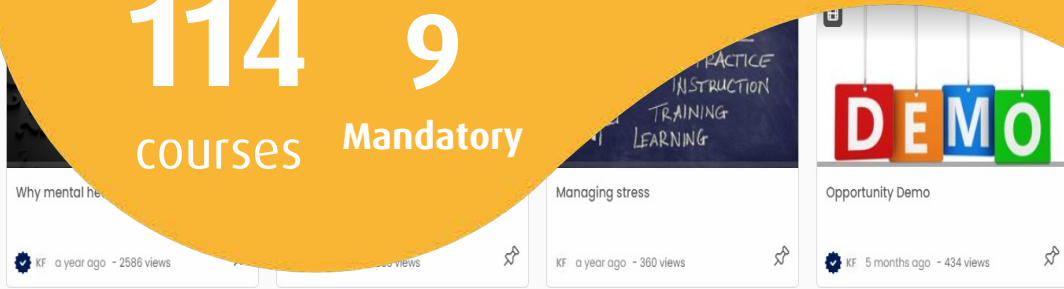
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Mandatory

Tailor-Made bespoke courses

Colleague engagement – content suggestions & feedback

Client Hubs



Delivery



Employee Impact



The Journey

2021 Colleague Survey



Of surveyed colleagues believe CHROMA is improving our approach to D&I



of respondents committed to being part of the change



believe there is more work to do



Future Vision



Strategic Partnerships



Client Hubs

