

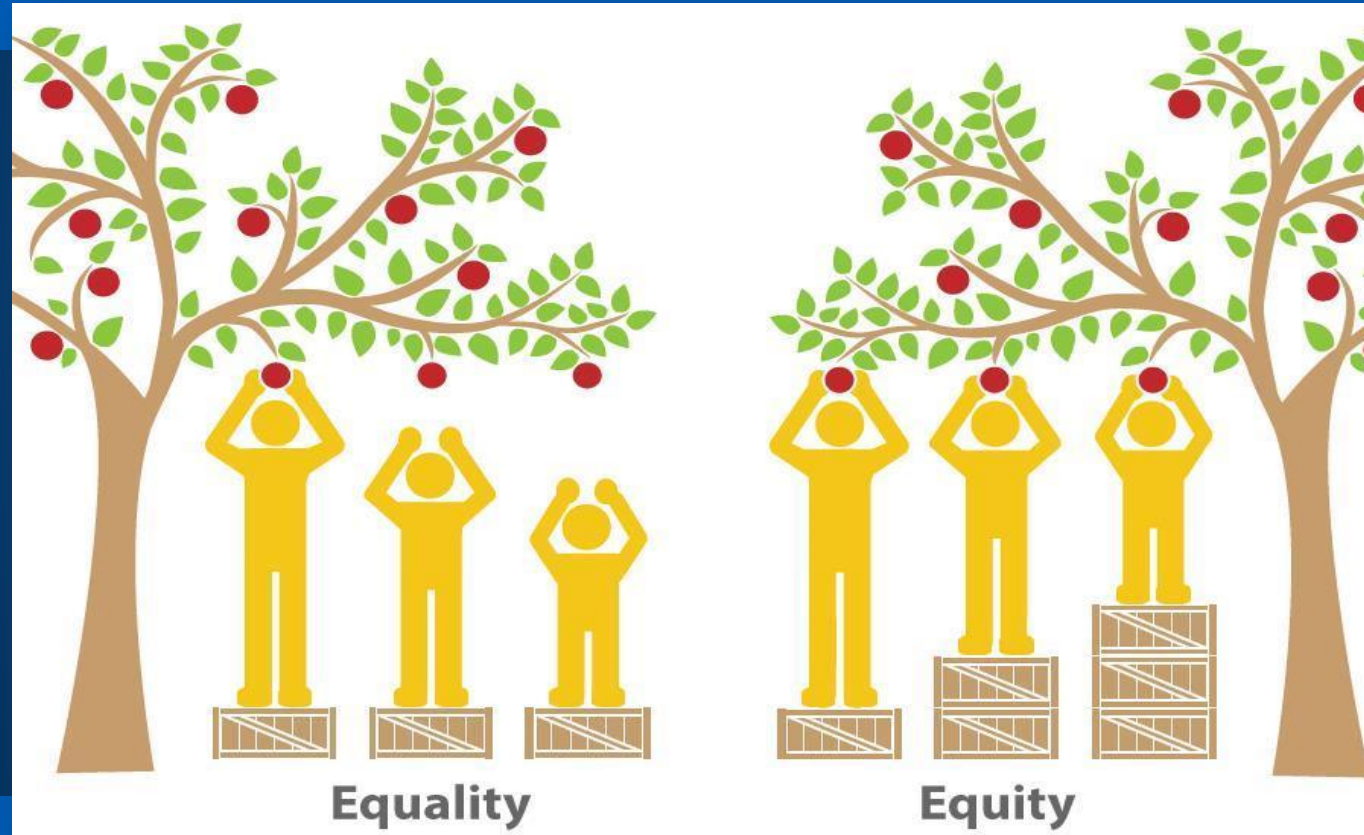
# Equality and Diversity

**Equality** is about promoting opportunity for all, giving every individual the chance to achieve their potential, free from prejudice and discrimination.

**Diversity** is about creating a culture which recognizes and values individual differences and variety for the benefit of society, individuals and organisations.

# Equality is about more than treating people the same...

**Equity** is giving everyone what they need to be successful. **Equality** is treating everyone the same.



In promoting fairness, we need to ensure **Equity** with **Equality**.

# Diversity is about more than gender and race...

- Diverse workplaces have employees with varying characteristics including, but not limited to:

Religious beliefs

Gender

Ethnicity

Education

Socioeconomic  
background

Sexual orientation

Political beliefs

Geographic location

# Embracing equality and diversity makes a difference

A **Forbes** study has identified workforce diversity and inclusion as a key driver of internal innovation and business growth

**Lu Hong and Scott Page** showed that groups of diverse problem solvers can outperform groups of high-ability problem solvers

According to **McKinsey**, companies with diverse executive boards enjoy significantly higher earnings and returns on equity

According to **Harvard Business School**, multicultural networks promote creativity

**Forbes**

**McKinsey & Company**

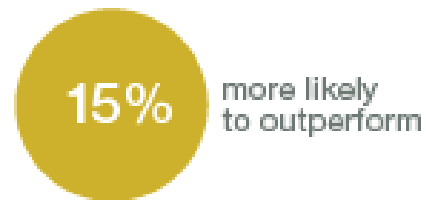


**HARVARD  
BUSINESS SCHOOL**

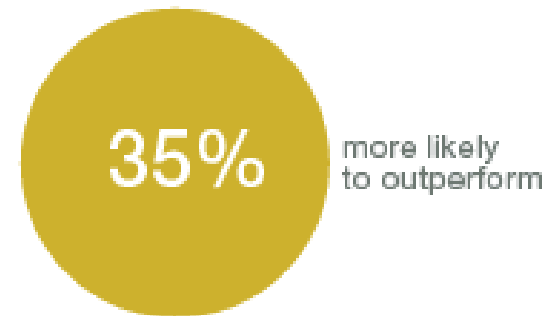
# ...how much difference?

### Diversity's dividend

What's the likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile?<sup>1</sup>



Gender-diverse companies



Ethnically diverse companies

<sup>1</sup>Results show likelihood of financial performance above the national industry median. Analysis is based on composite data for all countries in the data set. Results vary by individual country.

Source: McKinsey analysis

Diversity Matters, 2015: 366 public companies across a range of industries in Canada, Latin America, the United Kingdom, and the United States.

**How diverse are we?**

**SOPHOS**

# Percentage of Women in Technology\*

Overall  
29.1%



Amazon  
37%



Facebook  
31%



Google  
30%



Apple  
30%



Twitter  
30%



Microsoft  
29%



Intel  
24%





**Sophos** is committed to and supports the rights of all employees to work and function in an environment that is free of all forms of harassment, bullying, intimidation and victimisation.

**SOPHOS**

# Protected characteristics

Age

Disability

Gender  
reassignment

Sexual orientation

Marriage and civil  
partnership

Pregnancy and  
maternity

Race  
(colour, ethnic and  
national origin)

Religion or belief

Sex

**\*No one protected characteristic has a higher priority than any other. Discrimination claims can be made on the grounds of single or a number of characteristics.**

# Types of discrimination

## Direct

- Treating someone with a protected characteristic less favourably than others.

## Indirect

- Rules or arrangements that apply to everyone, but that put someone with a protected

## Association

- Discriminating against someone **because they associate** with another person who possesses a

## Perception

- Discrimination against someone **because others think they possess** a particular protected characteristic.

## Harassment

- Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.

## Victimisation

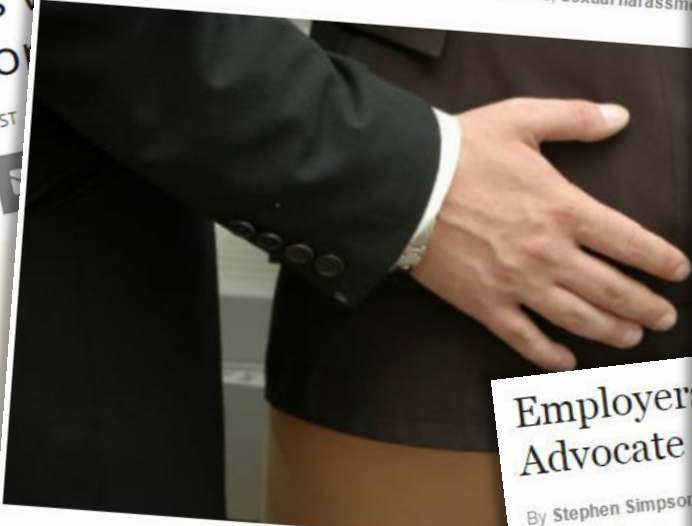
- Treating someone unfairly because they've complained about discrimination or harassment.

Employees can complain of behaviour they find offensive even if it's not directed at them, and the complainant need not possess the relevant characteristic themselves.

# Getting it wrong...

## Sexual harassment award: £14,000 for injury to feelings not excessive

By Zoe Lomax on 27 Oct 2016 in Case law, Employment tribunals, Sexual harassment



Stock photo

f t p + 28

The Employment Appeal Tribunal (EAT) has upheld a decision to award £14,000 for injury to feelings after sexual harassment in the workplace and forced resignation of an employment associate at DLA Piper, examines the decision and compensation dictated by the *Vento* bands.

*AA Solicitors Ltd (t/a AA Solicitors) and another v Majid*

Marcia Gurvitz... that she was forced to buy... anything big enough for her.

Gurvitz has since left the role at the store in Collindale... embarrassed by management. She commented: "They wanted... because of my weight."

## The Telegraph

HOME » NEWS » NEWS TOPICS » HOW ABOUT THAT?

### Sales rep nicknamed 'Gramps' wins a case

Alan Dove, 61, was awarded more than £63,000 after being unfairly sacked

f 196 t 0 p 0 in 42 + 238



Alan Dove, 61, was the oldest member of the sales team at luxury jewellers Brown Thomas when he was forced out. Photo: Facebook

## 'Ashamed' jobseeker rejected by text due to pregnancy

Wed, 7 Dec 2016 7:55am GMT | Jake Matthews

in 18 t f 1 + 2

## Gender reassignment: trans customer wins toilet sign claim

By Stephen Simpson on 27 May 2016 in Case law, Gender reassignment discrimination, Jersey



Toilet door signage has been updated across Condor Ferries' fleet / Martin Lee/REX/Shutterstock

f t p + 12

A ferry company has updated its toilet door signs to use symbols rather than words and carried out diversity awareness training with staff after a transgender customer successfully claimed gender reassignment discrimination in a Jersey tribunal.

**But I'd never knowingly discriminate...**







We receive **11 million bits of information** every moment.

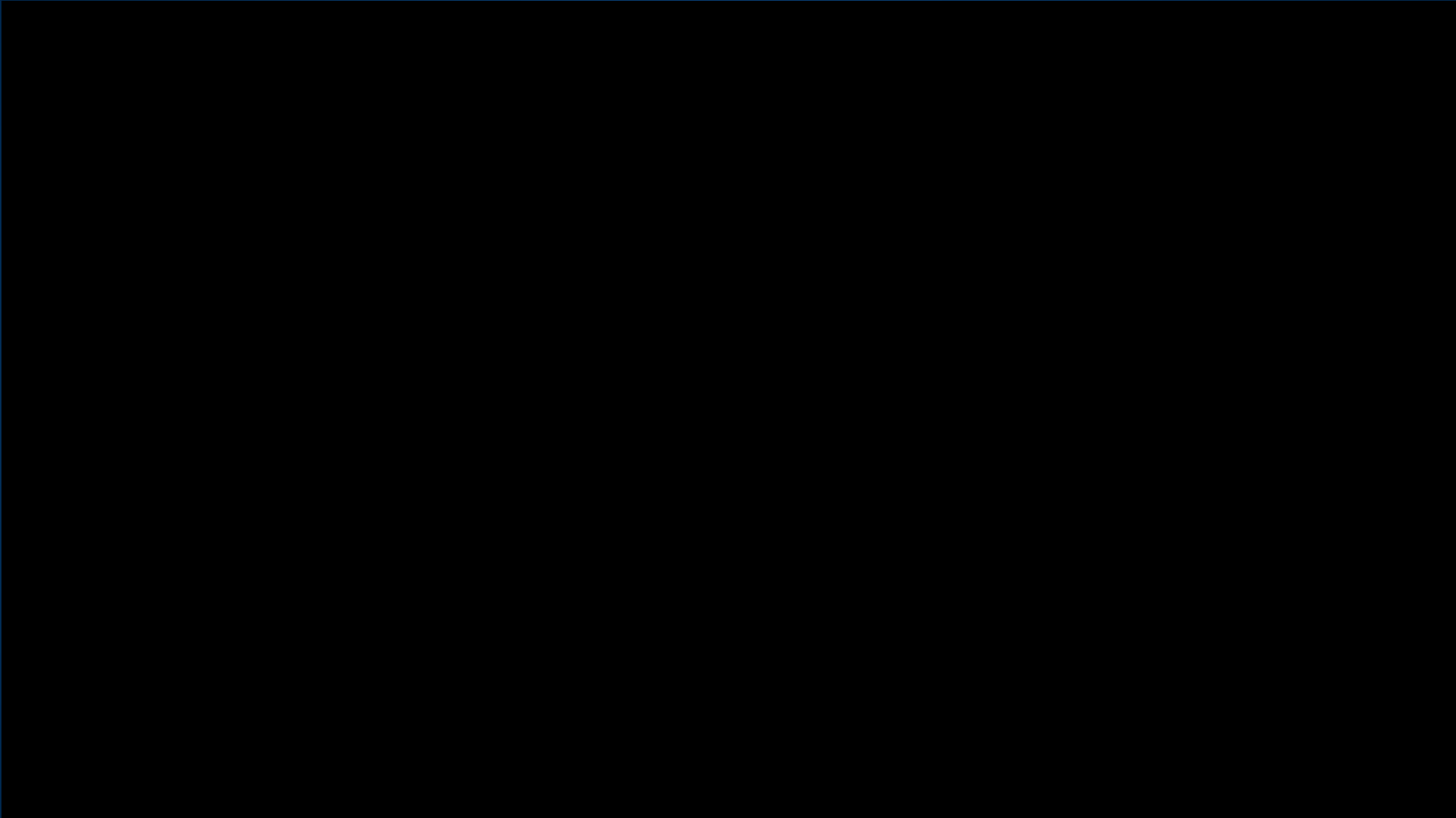
We can only consciously process **40 bits.**



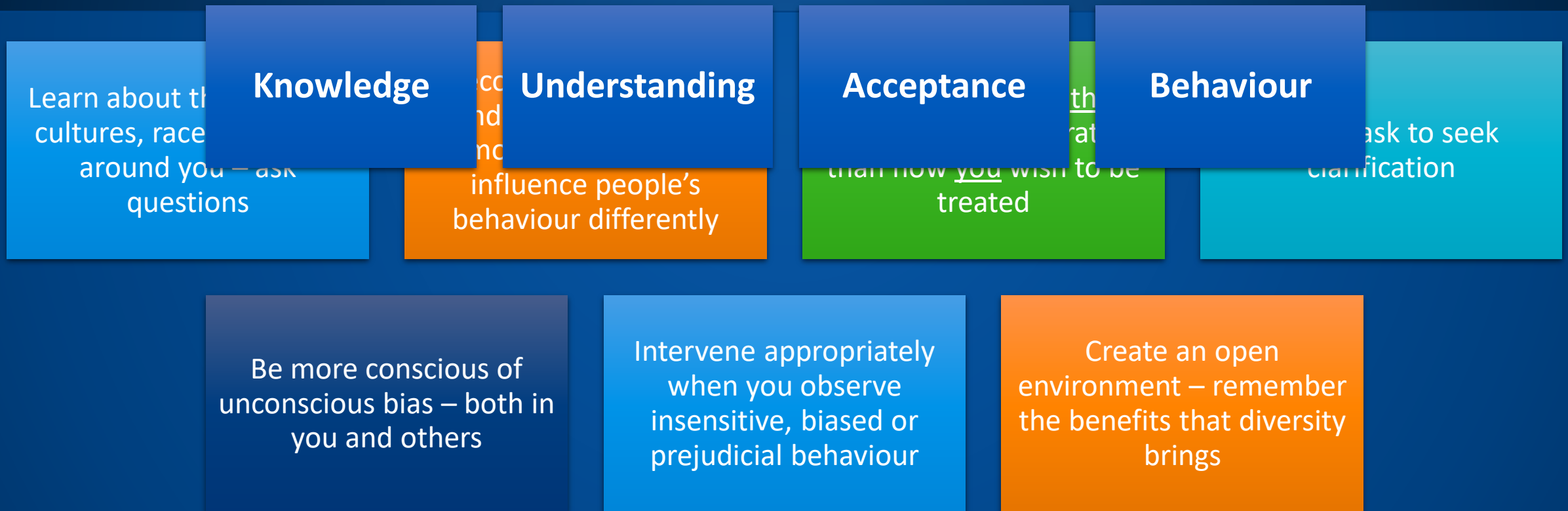
99.9999996%

UNCONSCIOUS

SOPHOS



# Practical steps you can take



Empower everyone to call out  
unconscious bias.

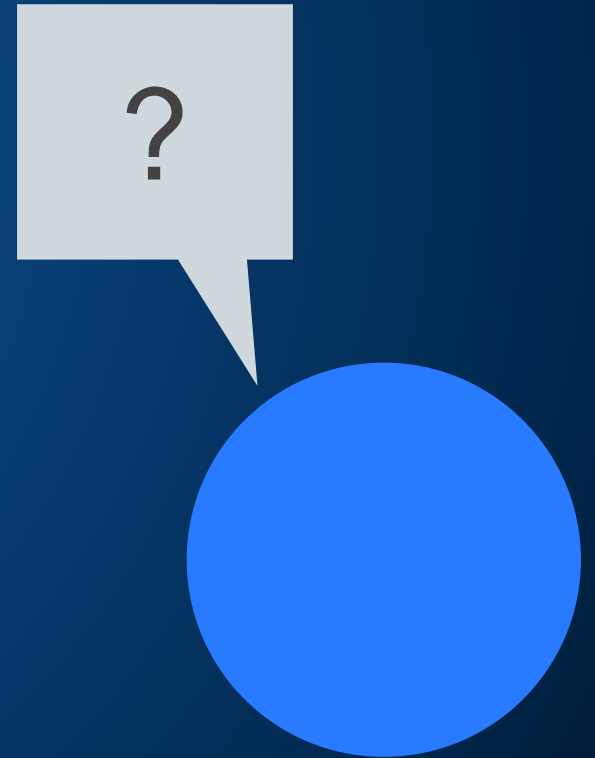
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# Hold yourself accountable

Question your first impressions

Justify your decisions

Ask for feedback

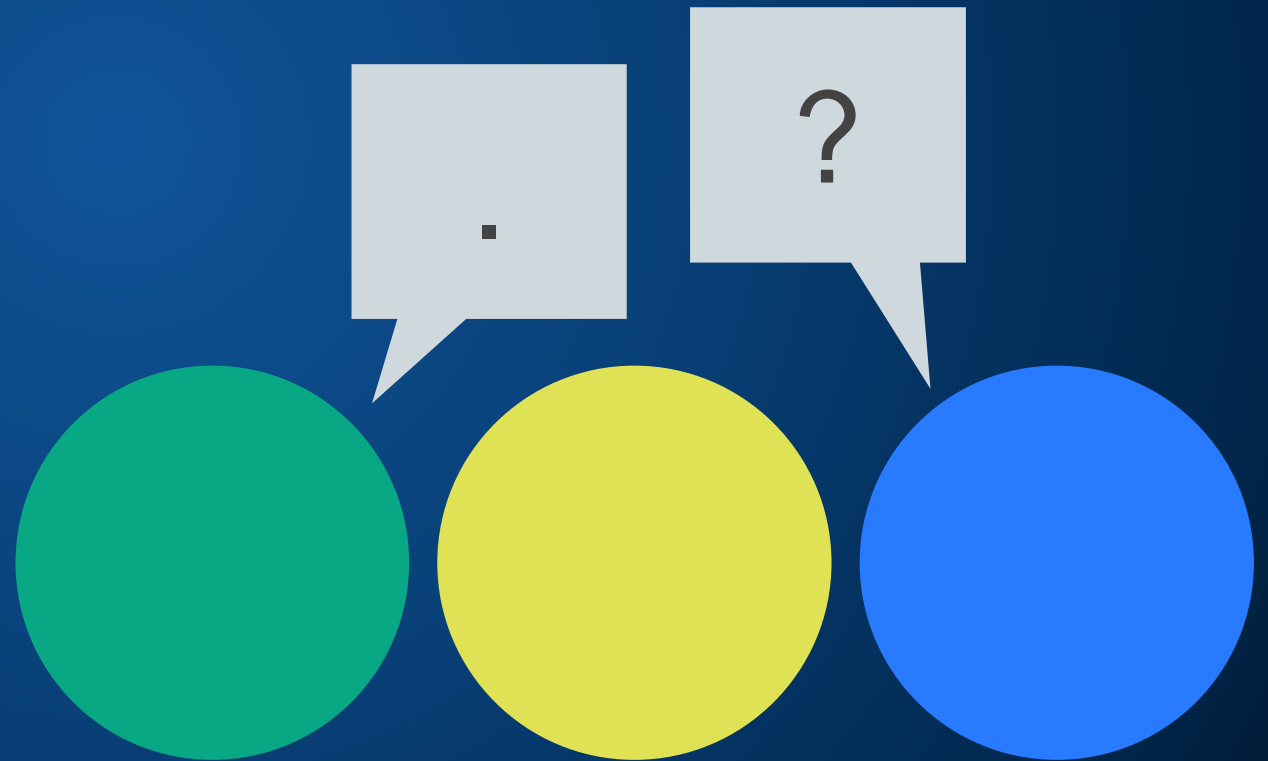


# Hold others accountable

Create a culture of calling out unconscious bias

Make others justify decisions

Make decisions collectively



# Getting it right...

Improves morale and  
employee relations

Strengthens  
relationships

Improves  
performance

Increases  
productivity

Drives innovation

Reduces absences

Lowers attrition

Improves company  
reputation

# If you experience or witness discrimination

If you feel you can, **talk** to the person **calmly** and **explain how** what they said and/or did, made **you feel**, and **ask them to refrain in future**.

If you feel that you cannot speak to them directly, or it **has not been resolved**, talk to your line **manager and/or HR** in confidence.

Be **mindful** of your own **behaviour**.



**SOPHOS**  
Security made simple.