

**Tech Talent Charter (TTC) Signatory Spotlight: Agilisys**  
**Open Playbook Chapter: [1.1.1 Get The Data Then Develop The Strategy](#)**

**The issue**

'Overall as an organisation we did not have a diversity and inclusion strategy to address the full range of issues experienced, such as lack of diversity in candidates and the workforce, lack of diversity data, policies untested for inclusion and a lack of visible inclusive leadership, to name but a few challenges. During 2020 we created a Diversity committee with our Chief Executive sitting on this, and our Managing Director chairing the committee. We have established 3 networks for BAME, women's empowerment and LGBTQ+ representation and will shortly launch our disability network. This has recently culminated in our Belonging strategy being signed off by our Executive team'.

**The strategy**

'Our Belonging strategy is a 5 year strategy, with four key themes of Culture, Representation, Community and Championing. As mentioned above we have started with the creation of our diversity and inclusion committee and networks and our focus this year has been on our networks sponsoring events (for example around International Women's Day, Pride and Black History month - webinars, quizzes, panel discussions), sponsoring and championing awards of our female and BAME employees, and the roll out of 2 mandatory diversity and inclusion learning modules. We also launched a number of blog series which can be found on Linked In, with employees sharing their stories and insights to support the events. I would be happy to share the actual strategy and a more detailed view of the activities we have undertaken so far, as well as those planned for the future'

**The method**

'This has been a journey for Agilisys, starting with initial engagement with our Senior leadership (Executive) Team (SLT) setting out the business imperative of a culture of belonging and a diverse workforce. This led to agreement from our SLT members to create a D&I committee to sponsor and oversee our D&I agenda within Agilisys. A number of our SLT joined the committee including our Chief Executive and we sought volunteers from across the organisation - from different backgrounds, job roles and seniority. We had a number of employees actively lead and create their networks and the network chairs sit on the D&I committee. Employees were invited to join the networks and these include network allies. Through the events sponsored as well as our learning modules, partnered with HR working with the D&I committee and networks as well as business leaders, we have raised the profile of D&I and now have real momentum to keep improving with executive sign off to our Belonging strategy. Activities now in the pipeline include an audit of our policies, changes to our recruitment practices, shadow leadership boards and talent programmes, as well as further learning modules'.

**The impact**

'So far we have achieved around 70% completion of our learning modules with the remaining expected to be completed in Jan 2021. We had over 75% of our employees complete their personal data in a recent employee engagement survey, with a range of Belonging questions introduced so we can baseline and track the impact of our initiatives as we realise our strategy and vision for a culture where each and every one of our employees feels they belong and that their voices are heard'..

Shared by Anna Petts and Liz O'Hanlon, Agilisys



