



THE NATIONAL DAY FOR STAFF NETWORKS 2020

SUMMARY REPORT



"More now than ever, networks need to be seen as business-critical entities. That is why it is essential for networks to be organised, clear about their purpose and employ tools to measure their impact. "We're proud of all our network groups who are #addingvalue and helping our organisation be more inclusive. Happy @day4networks and thank you for #makingworkbetter."

*CHERRON INKO -TARIAH MBE
FOUNDER OF STAFF NETWORKS DAY*



A NOTE FROM THE CAMPAIGN TEAM

We are delighted that so many people were able to participate in this year's Networks Day. If ever there was a year to celebrate the hard-work, passion and concerted effort of staff networks, it was this year.

Since the beginning of lockdown, staff networks across the UK reached out to their members to provide advice, share information and offer encouragement. These are absolutely vital ingredients during times of crisis.

The theme, #addingvalue is a reminder to networks and their organisation of the important contribution that networks make to the organisation. The Value Continuum toolkit is helping networks to assess their value; from compassionate conversations to creativity and innovation. Visit our You Tube channel (National Day for Staff Networks) for videos on the Continuum.

The response to the suite of online activities exceeded our expectations and the feedback has been fantastic. We were physically distancing but socially connected! We encourage you to share your photos from the day and welcome testimonies.

Thank you for all that you do. Networks Day is so important and we as a campaign team are determined to shine a light on the great work of networks across the UK. We are here to celebrate networks and support them as they #leadforchange, #addvalue and continue #makingworkbetter

From the National Day for Staff Networks Campaign Team



EVENT SUMMARY

Background

Every year, staff networks across the UK take the time to mark the National Day for Staff Networks with fervor; fuelled by the spirit of celebration, inspiration and transformation.

Networks play a meaningful role in supporting and strengthening marginalised communities and in unprecedented times such as the COVID pandemic, being associated with an affinity network is especially all the more reassuring and comforting for its members.

Owing to social distancing, this year, the day was commemorated virtually. A huge percentage enthusiastically participated in the online sessions that took place throughout the day. This clearly evidences the significance and value being increasingly attached to staff networks (and the day itself).

The theme this year was #addingvalue and was supported by the Value Continuum© designed to help networks assess how they can add value to their organisations.

Finally, with support from our main sponsor, Bank of America, we were able to send goody bags to networks across the country.



THE VALUE CONTINUUM

THEME

The theme for 2020 is #addingvalue and we created the Value Continuum to support networks in assessing different ways in which they can add value to their organisation.

Understanding the Network Value Proposition will not only empower members but will position the network in a place of influence and effectiveness.

Being Valued

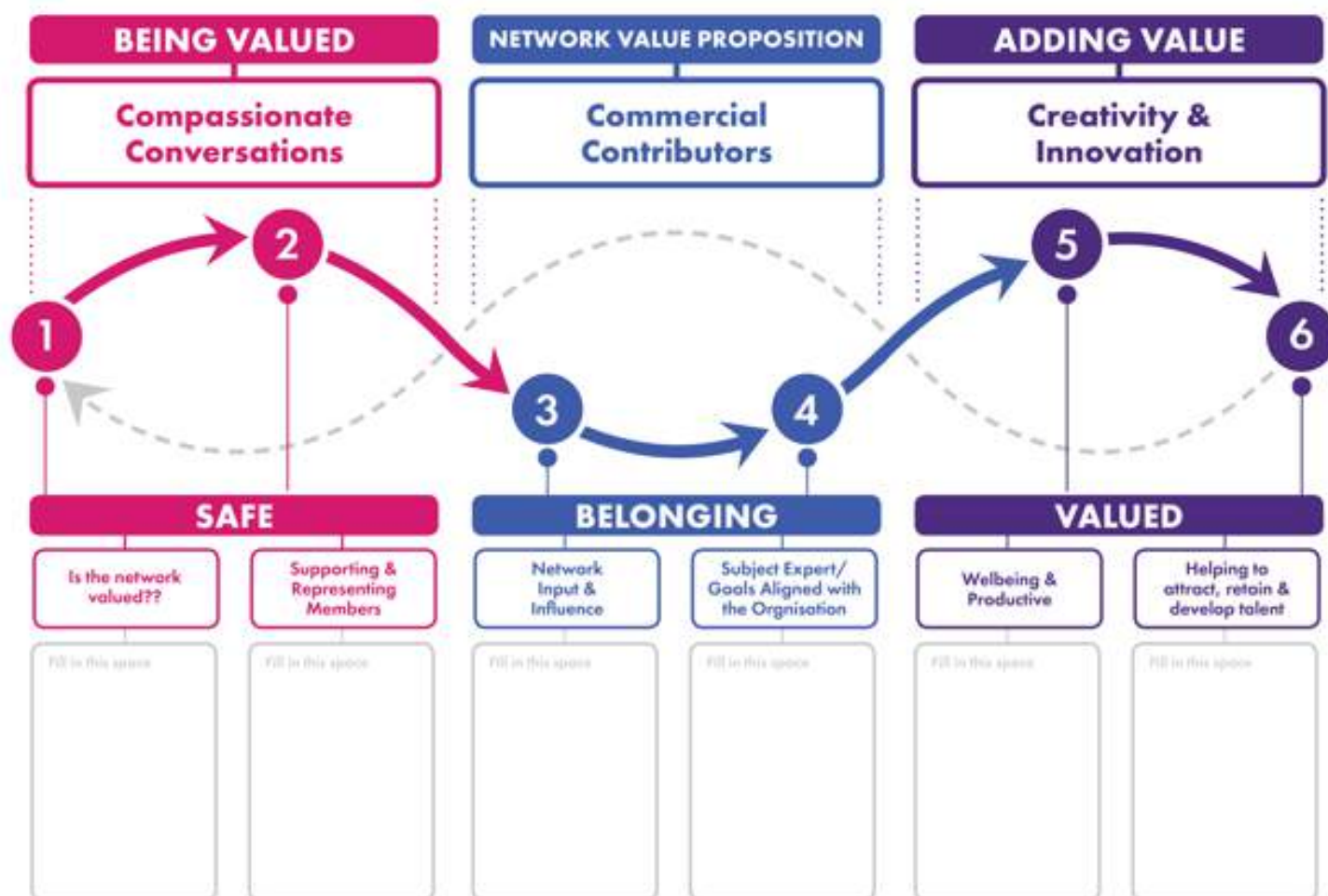
Network Value Proposition

Adding Value

Safe

Belonging

Valued



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Event Highlights

The day was kick started by a Breakfast Show, where Founder of the Day **Cherron Inko-Tariah** and **Jerome Williams** (Networks Day Campaign team) gave shout outs and shared snippets of good practices as well as positive stories. Following the energetic breakfast show and a highly interactive compassion check-in, participants got together for the biggest online lunch and learn - a live podcast where they talked about #addingvalue

The facilitators shared how the Value Continuum can facilitate staff networks in assessing their value added contributions in their respective organisations.

The day concluded on a high note with an afternoon tea wherein **Rob Neil OBE** and **Rasheed Ogunlaru** explored barriers faced by leaders and how networks can be pushed forward.

The feedback received was very encouraging and the event managed to not just offer immense value to participants.

...and we trended on social media!



SOCIAL MEDIA HIGHLIGHTS

400

ONLINE
ATTENDEES

547,652

IMPRESSIONS

256,670

REACH



EVALUATION HIGHLIGHTS



100%

ATTENDANCE

How participants described the event



WHAT RESPONDENTS FOUND MOST USEFUL

Percentage of respondents who found sessions useful

100%



- Highlight objectives and benefits of the networks
- The value staff networks add to their organisations
- Making new connections
- Listening to others and their experiences about running a network
- Sharing challenges / Think outside the box
- Importance of reviewing ToR, objectives and position in the organisation
- Asking - what would 'make you engage' with Staff Networks
- Linking up with people from different organisations
- Need to work hard to sustain a network



TOP TAKEAWAYS

Networks can do more to share their business cases

Networks are IMPORTANT!

Staff Networks really matter

Networks at effective vehicles for helping people feel included

Think about the biggest change you would like to make

Networks add value in a variety of ways!

**Networks play
a crucial role
going forward**

Networks have to establish as a cohesive group to maximise effectiveness

**Talk to people
about joining
the network**



SENIOR NETWORK ENDORSEMENTS

SENIOR NETWORK CHAMPIONS



Rupert McNeil
Chief People Officer
Carers Champion

"I am hugely impressed with the time and effort put in by the volunteers who run our networks to work with us on building an inclusive civil service. In the past 12 months the Civil Service Carers Network have made a significant contribution towards the development and launch of the Civil Service Carers Strategy, as well as leading the delivery of an inspirational event last November to mark Carers Rights day. What's most impressive is that these contributions are often delivered alongside a busy day job and a caring role."



HM Government

#2020YearOfInclusion



STAFF NETWORKS
#addingvalue

SENIOR NETWORK CHAMPIONS



Barry Boffy
Head of Inclusion & Diversity
British Transport Police

"Networks are absolutely vital to any healthy organisation, providing an objective forum to tackle discrimination or improve the understanding of a particular community or culture."

It's only right that we use **Networks Day** to recognise and celebrate their achievements and to thank them for their tireless, and often voluntary, work"



BRITISH
TRANSPORT
POLICE

#weareBTP



STAFF NETWORKS
#addingvalue

SENIOR NETWORK CHAMPIONS



"Legal & General Investment Management (LGIM) is supporting the National Day for Staff Networks because we have seen first-hand the impact employee resource groups can have on driving inclusivity, generating greater awareness and creating safe spaces for those in our business. We believe networks can be a key input to helping businesses understand their workforce and create truly inclusive cultures."

Justin Onuekwusi (Head of Retail Multi-Asset Funds)
Honor Solomon (Head of Retail, EMEA)

Legal & General Investment Management



STAFF NETWORKS
#addingvalue

SENIOR NETWORK CHAMPIONS



Simon Tse
Chief Executive
Crown Commercial Service

"As Cabinet Office Race Champion, it is vital that I understand the lived experiences of other colleagues from ethnic minority backgrounds working in CO, and I have been working closely with CORE (Cabinet Office Race Equality) Network on this. We are using these experiences as we roll out Let's Talk About Race across CO, and CORE are instrumental in raising awareness of the experiences of BAME colleagues across the department, championing action, supporting their colleagues and guiding me in my role as Race Champion."



Cabinet Office

#2020YearOfInclusion



STAFF NETWORKS
#addingvalue

SENIOR NETWORK CHAMPIONS



"I have seen with my own eyes the richness and value that staff networks bring to organisations. Harnessing the true power of them is essential to being a leading employer."

Don't just let networks exist; invest in them and do all you can to help maximise their impact."



Jen Smith
Head of Inclusion
British Film Institute



STAFF NETWORKS
#addingvalue

SENIOR NETWORK CHAMPIONS



JENNIFER CAGUIOA, BSN, MSc
BAME SG Engagement Lead
King's College Hospital
NHS Foundation Trust

"King's BAME Network serves to raise the profile of Equality and Diversity agenda within the organisation; it connects like-minded individuals to a common cause; provides opportunities for our voices to be heard and creates the necessary relationships to work towards positive change."



King's College Hospital
NHS Foundation Trust



STAFF NETWORKS
#addingvalue

SENIOR NETWORK CHAMPIONS



Ailsa King
Chief Client Officer
Marsh UK & Ireland

"Colleague Resource Groups (CRGs) are an important platform for colleagues to connect on matters that are important to them, away from the daily workload and their immediate teams."

As an Exec involved in two CRGs at Marsh, Balance and Mental Health, I value hugely the input these groups have to the firm's strategic thinking. Their reflection on issues like inclusion and a healthy way of working, helps our executive shape talent policy and also provides critical data and research to drive good decision making. The power of the CRGs reaches well beyond networking and helps set culture in organisations like ours"



STAFF NETWORKS
#addingvalue

SENIOR NETWORK CHAMPIONS



John Athanasίου
Director of People
Harper Collins (UK)

"Networks are fundamentally a key part of a company as they are made up of the very heart of your organisation – its people. They are the conscience and the challenge an organisation needs to be better at business through every lens including diversity, inclusion and belonging."



STAFF NETWORKS
#addingvalue

Visit the website to see the more

SPECIAL MOMENTS



The Ministry of Housing, Communities and Local Government presented Certificates of Appreciation to all their employee networks as part of their ongoing commitment to networks!

Imperial as One Network celebrated their 15th anniversary in May!



Royal Bournemouth and Christchurch and Poole Hospitals NHS Foundation Trust created a video promoting their networks

POSTERS 2020

These posters and more are available from www.networksday.co.uk

Networks Day - 13.05.20

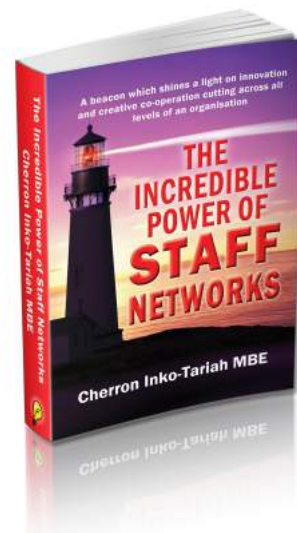


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BANK OF AMERICA

VOICE AT
THE TABLE
Unleashing potential



 Peabody


**Legal &
General**
INVESTMENT MANAGEMENT

rbi reed business
information

SEE YOU IN 2021



The National Day for Staff Networks

#makingworkbetter

Wednesday 12th May 2021



Our 5th Birthday!

www.networksday.co.uk | [@day4networks](https://twitter.com/day4networks)