



APRIL 2022

It's been a busy start to 2022 as the network reconvened after the Christmas break to start working on the priorities for the year.

In January it was announced that we had met and exceeded all five of our Women in Finance targets, which was a great milestone.

Our Inclusive Leadership training has also been rolled out across the Group, with over 60% of managers now having taken part.

I was recently fortunate enough to lead two Mortgage Solutions Diversity and Inclusion Finance Forum (DIFF) leadership events.

Both of these were a chance for me to lead vital discussions on social mobility within the financial services industry and to profile the hard work that Paragon is doing to boost socio-economic diversity at all levels.

I was also able to partake in a roundtable in March alongside both the new Chair and Deputy of the Social Mobility Commission (SMC).

I hope you've had a good start to the year and we look forward to sharing our next update with you at the end of Q2.

Richard Rowntree

Executive Sponsor of the EDI Network



International Women's Day

HIGHLIGHTS

Race Equality Week: 7 – 13 February

As part of Race Equality Week, Paragon's third listening circle took place, with a spotlight on race in the workplace.

Seven employees joined Marius van Niekerk, General Counsel and Company Secretary, and Nicola Foster, Head of Corporate Communications, to discuss their individual experiences, feelings, and feedback on what we could be doing to provide a more inclusive workplace.

about the importance of gender diversity and what we do to #breakthebias.

We held Paragon's fourth listening circle where eight of Paragon's EDI Network members met with Nigel Terrington, CEO and Sarah Mayne, Internal Audit Director, to share their own experiences of and feelings towards gender equality.

There was also a wealth of Hub content throughout the day, including the story of Jo Caley, Senior Insight Manager, who bravely shared her experiences of the menopause. We heard about the 30% Club from Jade Edgington, Business Development Manager and found out more about the career stories of some of Paragon's women.

International Women's Day: 8 March

To celebrate International Women's Day 2022, a virtual panel discussion was held where Fiona Clutterbuck (Chair), Pam Rowland (Chief Operating Officer) and Richard Rowntree (Managing Director, Mortgages, and Executive Sponsor of the EDI Network) shared their stories, talking

LGBT+ History Month: February

During LGBT+ History Month, Jennie Smith, Wellbeing Initiative Lead and Customer Services Manager, shared her story of supporting her daughter as she came out during the pandemic.

Jenny Davies, Conduct and Compliance Director, spoke about the journey of her older sister who came out when she was 28 and the support she was able to provide her as a sister.



FIVE MINUTES WITH...



Steve Peters

Senior Business Analyst

What made you want to join the EDI Network?

A desire to see a fairer world and to see Paragon lead the way.

What do you enjoy most about being part of the network?

It confirms what a fantastic bunch of people I get to work with and has helped to make me think in ways I hadn't previously. More than anything though, it's the feeling that positive change is coming from this work.

Outside of work, what do you enjoy doing?

My biggest love, apart from the kids, has always been football. I have a season ticket with my son at Nottingham Forest and doing this together really is a highlight of my week.

If you had one quote to live by, what would it be?

"Do the right thing".

Who is your biggest inspiration in life?

My Mum, for her 'never give in' attitude and my brother for opening my mind to different ways of seeing the world.

Do you find it important to discuss EDI-related topics with your children?

Absolutely, I talk to my boys about everything. In some ways it's like forward insurance (so they know I'll understand), but in other ways so that they are a positive influence on the world. It also helps me to see a different perspective.



WHAT'S COMING UP IN Q2 2022?

2 April	Autism Awareness Day
2 April – 1 May	Ramadan
14 April	Vaisakhi
15 April	Good Friday
17 April	Easter Sunday
2 – 3 May	Eid al Fitr
3 – 8 May	Deaf Awareness Week
10 – 16 May	Mental Health Awareness Week
June	Pride



Get in touch

Send your feedback, ideas and stories to
edi@paragonbank.co.uk

We'd love to hear from you!

Would you like to invite a member of the EDI Network to a team meeting to discuss a particular topic or provide an update from the network? Just email the mailbox to arrange a date.



INSPIRATIONAL FIGURES ACROSS EDI



Emma Taylor, Customer Services Officer and EDI Network Member, shares their inspirational EDI-related figure...

"Kimberlé Crenshaw is an American civil rights advocate and a leading scholar of critical race theory. She is also a professor at the UCLA School of Law and Columbia Law School, where she specialises in race and gender issues.

Crenshaw is known for introducing the theory of intersectionality to feminist theory in the 1980s.

Intersectionality is the concept that all oppression is linked. It acknowledges that everyone has their own unique experiences of discrimination, and it is important to consider all factors that can marginalise people. These include gender, race, class, sexual orientation and physical ability.

I started researching Crenshaw and intersectionality when I saw the quote, "If you see inequality as a "them" problem or "unfortunate other" problem, that is a problem."

Crenshaw's work, especially in civil rights, gender and race has helped me with my own EDI journey. It has given me a better understanding of the complexity of oppression and discrimination and that the experiences of one person will be different to another."



In the news

Inclusive Britain action plan

In March, the government announced it was to set out its long-term vision to address racial disparities in the UK with changes to policing, health and education.

More than 70 measures to be put in place are part of the new "Inclusive Britain" action plan. It includes greater scrutiny over the way police use stop and search powers and improvements to how ethnicity data is collected.

Inclusive Britain has been developed in response to the Black Lives Matter protests in 2020.



Recommended watching

Cherry Valentine: Gypsy Queen and Proud
BBC iPlayer

The documentary offers a powerful look at the impact of growing up queer in often socially-conservative Traveller communities, and how times are finally changing.



Recommended reading

If They Come For Us by **Fatimah Ashgar**

A poetry collection describing experiences of a young Pakistani Muslim girl in the United States, author Fatimah Ashgar invites us into her world growing up as an orphan and explores issues of race, sexuality and what it means not only to be human, but also to belong in a society.



E-learning

Check out our Imposter Syndrome e-learning on Learn Amp, looking at what imposter syndrome is and how it can be combatted, along with why it's more prevalent in women.

L&D recently delivered the **Creating an Inclusive Workplace** session in bitesize chunks to the Surveyors Admin team during their weekly training hours.

Feedback was hugely positive, so if this would work well for your team just contact **learning@paragonbank.co.uk**.