



DIVERSITY AND INCLUSION

PROMOTING A CULTURE OF ACCEPTANCE
AND HELPING INDIVIDUALS TO THRIVE WITHIN
ORGANISATIONS

**THE LEASING
FOUNDATION**

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While diversity may encourage employers to create opportunities for individuals, **inclusion** is concerned with promoting a culture of acceptance and helping individuals to thrive within organisations.

Organisations who tap into the diverse workforce pool are more innovative and creative, since employees with different backgrounds, different experiences and different ways of thinking can bring so much more to the party. Diversity without inclusion is a story of missed opportunities, but diversity with inclusion encourages talent retention and engagement.



“We will take a holistic approach to diversity and tackle a broader range of subjects beyond gender and race. We want to address factors both above and below the waterline of visibility.”



EMMA THOMAS
SIEMENS FINANCIAL SERVICES

Our **Diversity and Inclusion** initiative, encompassing sexual orientation, race and ethnicity, mental health, disability and age, helps companies in the asset finance industry to understand the business benefits of building inclusive leadership, management, organisations and teams and will help them embed inclusion and diversity into hiring, performance management, succession management, leadership development and learning.

The programme engages with individuals and companies across the industry holding **events, round tables and discussions** and is developing an **industry-wide research programme** on diversity and inclusion.

The programme is led by **Carol Roberts** (Foundation Chair), **Jo Davis** (Locke Lord) and **Emma Thomas** (Siemens Financial Services), working with diversity champions from across the industry **Brian Murphy** (Alfa Systems), **Yvonne Wiseman** (Metro Bank), **Paul Slapa** (Wesleyan) and **Helen Lumb** (Shire Leasing).



To participate, please contact
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