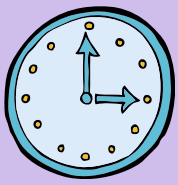


# 5 ways to empower staff networks



## Recognise the time it takes

Specify paid time in workload allocation for network chairs - it takes a lot to set up and run an active network and it is too much on top of the day job



## Give the network a voice

Give the network a seat at the decision making table, allowing direct input into diversity and inclusion strategy rather than being distanced through hierarchies of committees



## Look after the network chairs

Network chairs become confidantes, counsellors, HR advisors, events organisers, trainers and communication teams. Provide coaching and mentoring to allow them to put down the heavy load they are given by network members.



## Give the network a budget and autonomy

The network will have some great ideas but will sometimes need to be able to arrange events quickly and without going through levels of permissions. Give them the freedom to develop their own programme as it suits them.



## Peer support first, then allies

Make sure your network is a safe and supportive space for the group represented first. Only then add an allies space and programme making sure the safe separate space is retained at least some of the time.

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