

INTRODUCTION TO DIVERSITY + INCLUSION AT JAGUAR LAND ROVER



Our world, our societies, our customers are diverse. We are committed to developing Jaguar Land Rover to reflect this richness, through diversity in the workplace and a collaborative, inclusive, flexible and innovative workforce experience which enables our people to be their authentic selves

We know that there are tremendous benefits to an environment where everyone feels valued and included, where everyone can be their authentic selves, and speak up with new ideas, challenges and opinions, and where those opinions are listened to. Diversity of thought and experience will be a key driver of our future success as a business: we cannot underestimate the positive impact that diversity and inclusion (D+I) can have on how we understand our customers, fuel our innovation and, most importantly, engage and inspire you.



So please, take the time to read this overview, and think about the role you can play in ensuring we have a truly inclusive culture at Jaguar Land Rover



WHAT IS DIVERSITY?

Diversity is all about the differences and uniqueness that each of us brings including things you can see, and things you can't. It is not about any one individual, or group of individuals being labelled diverse, just because of their skin colour, or sexual orientation for example. We are all different, we all bring unique experiences, therefore we are all diverse.

From appearance to thought, likes or dislikes, diversity of identity can relate to race, ethnicity, gender identity, religion, disability, neurodiversity, nationality, introversion, extroversion, educational background, age, or sexual orientation, to name just a few.

It's about the differences between people within our teams, company, and ecosystem.



WHAT IS INCLUSION?

It is totally possible to have diversity without inclusion, but really, without inclusion, diversity is pointless. Inclusion is about creating the right culture where people feel valued, where they can be their authentic selves and bring their whole selves to work and contribute their ideas and perspectives. No one feels or performs their best when they are having to pretend to be something they're not, or when they don't feel included, safe and secure.

Inclusion doesn't just happen, we have to make it happen. We all have a responsibility to be consciously inclusive which helps people feel safe and promotes trust. That's the culture that means we are all able to contribute our ideas, bring our unique perspectives, challenge, be creative, all without fear of negative consequence.



WHAT ABOUT EQUALITY AND EQUITY?

Equality is about treating everyone the same.

Equity is an approach that ensures everyone has access to the same opportunities. Equity recognises that advantages and barriers exist, and that, as a result, we all don't all start from the same place. Equity is a process that begins by acknowledging that unequal starting place and makes a commitment to correct and address the imbalance and ecosystem.

How included do you feel at Jaguar Land Rover?

Would you recommend Jaguar Land Rover as an inclusive employer?



WHY IS D&I SO IMPORTANT?



UK LEGISLATION

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. This covers you in the workplace and also in public services / transport, using businesses for services and goods, joining clubs / associations and in contact with public bodies.

The characteristics protected by the Equality Act are:

- Age
- Disability
- Gender reassignment (which includes gender fluid and non binary gender identities)
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

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MICROAGGRESSIONS

A microaggression is a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalised group (such as a racial minority). They can make a workplace feel uncomfortable, unsafe, and toxic. They do not encourage inclusivity and can make people cover their true identity / not present their true selves at work.

YOU'D LOOK PRETTIER IF YOU SMILED MORE...

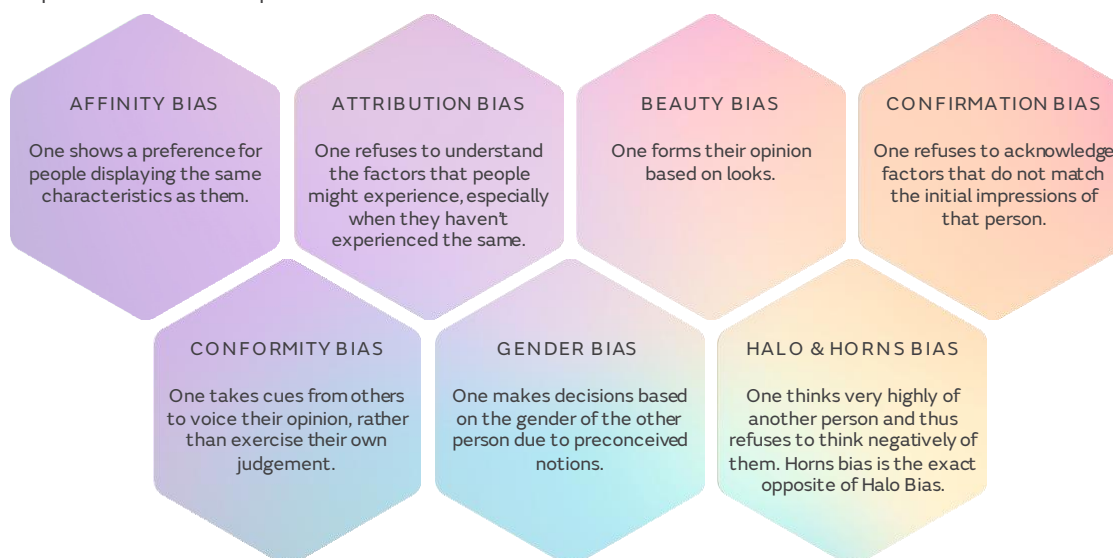
WHERE ARE YOU REALLY FROM?

YOU DON'T SEEM GAY

CAN I TOUCH YOUR HAIR?

UNCONSCIOUS BIAS

Unconscious bias is characterised by a disproportionate weight of thought or feeling in favour of, or against, an idea, thing or person. It is usually in a way that is closed-minded, prejudicial, or unfair, and is often happening without you being aware. Bias is a part of human nature and can be learned or innate. People may develop biases for or against an individual, group or belief. Even with the best intentions, people can display bias into processes. Some examples of bias include:



HOW TO REDUCE BIAS

- Getting to know someone better can really help with reducing blind spots, bias and reliance on stereotypes
- Reflect on the language you use – be self-aware and question yourself
- Be honest and transparent in your dealings with all stakeholders, treat people fairly and do not marginalise one person's or group's views because of a characteristic they have e.g. talking over a woman in a meeting
- Consider the types of biases presented and ways you may sometimes unconsciously present these – create check-ins within your decision-making and conversations to avoid common biases
- Don't judge others based on your unconscious perceptions – e.g. judging somebody's professionalism and competence from the clothes they wear, even though appearance is not related to skills or competence
- Don't make decisions when tired – when we do this, we often cut corners and this is where unconscious bias can creep in

HOW CAN I BE MORE INCLUSIVE?

- Talk about D&I – start the conversation with your colleagues, friends or family
- Be curious, have an open mindset, learn, find out more about others in a positive way
- Collaborate with others, welcome diverse thinking, feedback and challenge
- Invite others to contribute their ideas to promote a safe and inclusive environment
- Understand others and be flexible to their needs
- Listen attentively
- Hold others to account for non-inclusive behaviours

TAKING ACTION

- What have you learned from this Introduction to D+I?
- What has surprised you? What resonated most?
- How do you think you could be more inclusive?
- How could you support others?

